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ABSTRACT

An estimated 64,490 displaced homemakers (primarily middle-aged women who have been full-time homemakers but who have lost their source of support through divorce, death, or abandonment of a spouse) live in Connecticut, and many of them need job services, counseling, and assertiveness training in order to find jobs and lead self-sufficient lives, a survey found. The survey was conducted via a mailed questionnaire to 400 social service agencies or groups, asking them to describe their services to their clients. From the 133 responses received, 60 agencies were selected to receive a more detailed questionnaire, to which 45 responded. In addition, a profile of displaced homemakers was drawn from an analysis of 4,500 files of women clients of The Counseling Center over the past ten years. Responses from the agencies indicated that at least 80 percent of their women clients lack skills, self-confidence, recent paid work experience, training, or education needed to obtain a job. Other problems faced by at least 50 percent of the women include lack of adequate child care, lack of transportation, emotional problems, age discrimination, low motivation, lack of available training, and lack of after-school care for children. The survey also showed that displaced homemakers frequently used job services and support services when they were available, although such services were provided for only a miniscule number of women. The report recommends increased services and increased funding for existing services. (KC)

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DISPLACED HOMEMAKERS IN CONNECTICUT

SURVEY AND EVALUATION OF SERVICES

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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Preface: The Displaced Homemakers in Connecticut

A new challenge to educational planning for adults has emerged in the growing population of Displaced Homemakers in Connecticut. These are women thrust suddenly into the workforce because of divorce or the death of a spouse. Increasingly they look to their local educational institutions to assist them in gaining necessary job skills and skills of personal family management.

There are thousands of these talented women who can and want to contribute to their community and society as well as gaining a place in business and industry.

It is to everyone's advantage, therefore, to make a special effort to plan programs to train and educate the Displaced Homemaker.

This survey and evaluation was prepared to assist the educational community and public and private social service agencies in the state to plan for improved services and opportunities.

The recommendations of this study will serve as a guide in the statewide effort to help Displaced Homemakers lead independent productive and fulfilling lives.

Mark R. Shedd
Commissioner

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DISPLACED HOMEMAKERS IN CONNECTICUT:

SURVEY AND EVALUATION OF SERVICES

Report prepared by

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Division of Vocational Education
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When she was 91, the great American artist Georgia O'Keeffe told two young women filming a documentary of her life why she had ceased painting the canvasses lush with voluptuous bloom that had become her trademark, turning instead to spare, austere studies of sun-bleached animal skeletons.

She had moved from the green Northeast to New Mexico, O'Keeffe explained, and discovered realities in the desert landscape which triggered a change in her life and her art. She adjusted.

"Because there were no flowers," she said, "I began picking up bones."

Her comment can serve as a paradign for an adaptation that millions of older American women must learn to make. For these women, there are no more flowers. They have to begin picking up bones.

All indications are however, that they are tragically ill-equipped for the task that faces them -- learning how to survive in a newly arid environment. Members of a newly identified population in trauma, such women have come to be called displaced homemakers.

Two important social trends -- an explosion in the American divorce rate and the statistical tendency of American women to outlive their husbands -- have combined to create this new group of women whose special problems and needs have become, in just the last few years, the subject of public policy debates discussed in the language of crisis.

To this group of casualties -- for that is what they are -- belong women who have spent their adult lives dependent on the income of others, dedicating themselves to the fulfillment of the American dream of home and family, caring for their husbands, their children and their own aged parents.

Suddenly, they find themselves divorced, widowed, separated or abandoned.

Middle-aged or older, displaced homemakers must cope alone with the shock of divorce or the grief of bereavement, the unexpected necessity of earning a living and the draining responsibility of caring for children.

Unless they are unusually fortunate, such women also find themselves suddenly poor, because divorce and widowhood in contemporary America are forcing millions of women and children into lives of poverty.

The displaced homemaker needs help, and she needs it fast.[1] She has no recent paid work experience, no up-to-date job skills, critically low self-confidence and few job training opportunities. Faced with the necessity of making a living after years spent at home, she finds her chances for employment seriously diminished by the age and sex discrimination rampant in American culture and the American workplace.

She is considered by employers -- and often, cruelly, by herself -- to be too old, too unskilled or too ill-educated to get the kind of job she needs to keep from spending the remaining years of her life in poverty, loneliness and frustration.

Yet she has spent the most productive of her early and middle years doing what American society has always asked her to do: satisfy a husband, bear and care for children and maintain a clean and decent home for her family. Having played her part in good faith, the displaced homemaker learns to her astonishment and dismay that the American economy and the institutions, financial and educational, which it supports seem determined to exclude her from their benefits.

Figures compiled by the National Alliance for Displaced Homemakers and the Women's Bureau of the U.S. Department of Labor put the number of displaced homemakers in the United States at four to six million. Potential displaced homemakers, including wives who work, number 15 million. A high-risk group of seven million married women under the age of 60 have never been in the labor force.

In Connecticut, according to U.S. Department of Labor figures, at least 46,000 women can be called displaced homemakers. If less conservative estimates are used, the number climbs to 64,000.

Such women can expect little help in gaining financial security, even from programs precisely meant to alleviate the plight of disadvantaged groups. Ineligible for Social Security benefits if she is younger than 60,

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1. In this report, the displaced homemaker will be referred to as a woman, using the generic "she." While we recognize that some men fall within the definition of displaced homemaker, their numbers are minute compared to those of the women in this position.

the displaced homemaker will never qualify if she was divorced from the family wage earner after a marriage of less than 10 years. Before 1979, the time limit was 20 years. Nineteen years' contribution to the economic well-being of her family will, for many a displaced homemaker, gain her nothing.

A displaced homemaker will not receive Aid to Families with Dependent Children (AFDC) unless her children are younger than 18 or she herself is physically disabled. She cannot claim unemployment compensation benefits because she has spent her working life performing unpaid labor in the home.

Nor can she count on maintenance (alimony) or child support payments for economic survival: The National Commission on the Observance of International Women's Year found that courts order only 14 per cent of all divorced men to pay their ex-wives alimony, and of those a mere seven percent comply; of the 44 per cent of divorced fathers ordered to pay child support, only 21 per cent comply. Amounts awarded are generally low: in Connecticut, a wealthy state, the average weekly child support payment is a mere $30 per week. Nationally, women and children owed child support payments are living on an average of $218 per month, while ex-husbands live on $880 per month.

Widows have special problems: for complicated reasons, widows frequently find themselves ineligible for their husbands' pension benefits and often discover that their husbands' life insurance payments will last only a short time. Then, too, such plans were created in years when the dollar's buying power was far greater.

Inflation places added strains on the displaced homemaker's budget, and, unemployed, she watches helplessly as her savings shrink. Often untrained in long-range financial planning, the displaced homemaker has little knowledge of strategies to conserve and enhance her finances.

Government services programs such as the Comprehensive Employment and Training Act (CETA) and Work Incentive Program (WIN), designed to help women out of poverty, reach only a small number of poor adult women. Government income programs providing direct cash benefits, such as Disability Insurance, Supplemental Security Income, Aid to Families with Dependent Children, and general assistance programs, because of strict eligibility guidelines, often do not help the displaced homemaker.

According to Social Security Administration statistics, a full 40 per cent of older women live in poverty.

Such women clearly "fall through the cracks" of federal and state income security programs, as the National Alliance for Displaced Homemakers has put it.

Displaced homemakers, then, unprepared though they may be for the experience, have little choice but to try to enter the labor market, where they face staggering barriers to employment.

Such women need counseling to get over their emotional difficulties, training in assertiveness to overcome their lack of self-confidence, financial counseling to help straighten out their affairs, help in adjusting to their new lives as women alone and single parents, and possibly counseling and certainly child care for their children.

Such women may not know how to go about finding a job. They need information about jobs, vocational counseling help in preparing functional resumes, advice about job interviews, and education and training for jobs that will secure a decent income for themselves and their children.

When a displaced homemaker finds a job, she may suffer from low pay and discrimination against her in the workplace and from inadequate health and pension benefits.

Unfortunately, there are few places for the displaced homemaker to turn for help in overcoming such difficulties. Too often, such women believe their problems are unique and insurmountable, and turn to welfare, alcohol, drugs, or suicide for relief.

Discussion among those concerned with the success of women in entering the labor market in well-paying, non-demeaning jobs has focused on the particular strategies by which women today can achieve employment equity. Knowledge of such strategies is excellent weaponry for the educated woman about to enter business, the woman who holds a good job but wishes to advance in her career or the woman who leaves the labor market temporarily to bear children before returning immediately to work. Such women generally are young, are in no economic bind and are highly motivated.

Fortunately, increasing attention is being paid the older woman who never entered the labor market or who left it years ago to contract the marriage society deemed it her duty to contract. Women's groups and federal

and state agencies increasingly are taking a position of strong advocacy for such women, including displaced homemakers.

The National Alliance for Displaced Homemakers has lobbied for the rights of older homemakers since its creation in 1975, a Displaced Homemakers Network was created from that Alliance in 1978, federal legislation to ameliorate the plight of CETA-eligible displaced homemakers has been introduced in the U.S. Congress, and a bill to help displaced homemakers was introduced to the Connecticut General Assembly in 1978 and in 1979. The Connecticut bill failed of passage both times.

However, the federal Education Amendments of 1976 allow states to use funds under their basic grants, when included in approved five-year state plans and annual program plans, for support services for women who enter vocational education programs designed to prepare individuals for employment in jobs which have been traditionally limited to men.

Displaced homemakers are among groups meant to be helped by the provisions of the amendments (Public Law 94-482).

In fulfillment of this legislative mandate, the Bureau of Vocational Program Planning and Development of the state of Connecticut Department of Education's Division of Vocational Education called, in 1978, for proposals for research projects to identify and evaluate all programs in Connecticut that fulfill -- or could potentially fulfill -- the job-related needs of displaced homemakers.

It asked for information to help it develop skill training, vocational counseling and job placement services where they are most needed by these women in crisis.

The Counseling Center of Hartford College for Women, engaged in precisely that task for 10 years, is pleased to have been selected to conduct the research.

Our objective was to try to find as many organizations as possible currently serving vocation-related needs of displaced homemakers -- or which could potentially serve them. We initially surveyed every category of employment-related organization we could identify, from women's centers through the YMCA.

By casting a wide net we assumed that we would pick up organizations we might have missed through a more selective procedure.

The survey was designed to characterize these organizations, their services and their client populations, and then select a sample among these respondents to survey in greater depth.

Finally, model displaced homemakers programs were to be chosen and evaluated in detail, to help clarify factors important to the success of these programs and identify factors that should be avoided. In this way we hoped to offer critical information to the Division of Vocational Education and to organizations that might want to set up programs for displaced homemakers.

In addition, we wanted to characterize the individual displaced homemaker who might be likely to need such services. In lieu of a statewise assessment of the needs of such women, we surveyed the client population of The Counseling Center of Hartford College for Women, on which detailed demographic and needs information was available to us. Client files for the past 10 years were surveyed in order to discover whether characteristics of adult women clients in general, and displaced homemakers in particular, are changing.

We have found that services which offer emotional and personal support and counseling to displaced homemakers are as badly needed by such women as are job services, and that they are needed before displaced homemakers can reasonably be expected to plunge into the often frightening world of work.

We have also found that in Connecticut, few such programs exist.

Unfortunately, counseling and employment help is available to the displaced homemaker in Connecticut only as it is available to the general public. Very few programs have been designed with the displaced homemaker specifically in mind, and those that exist are fragmented and scattered. Rural women and minority group women are especially poorly served.

Method

How many groups in Connecticut offer programs that might be useful to the displaced homemaker? Where are they located? What helps successful programs succeed? What is the displaced homemaker really like, and what does she need?

To answer these questions, we devised two questionnaires and sent them to many groups, organizations and agencies, public and private, formally and informally organized, throughout the state.[1]

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[1] A more complete explanation of our methodology can be found in Appendix I, and a map of the State Labor Market Areas in Appendix II.

The first brief questionnaire was sent to 400 groups and asked them to describe their services and the kinds of clients who used them. We received usable responses from 133 of these groups (see Appendix III for a copy of Questionnaire I, its cover letter, and a summary of data).

A great many state agencies failed to return our first questionnaire despite our efforts to get them to do so, and despite the fact that our cover letter stated we were conducting our research for the State Department of Education. It is difficult for us to understand the reasons for state agencies' failure to cooperate in this federally mandated research effort. If similar projects are to succeed, directors of state offices must be galvanized to participate more fully and helpfully in them.

We sent a second, more detailed questionnaire to 60 groups chosen from among those who responded to the first one. These groups included a cross-section of programs chosen for different size, focus, style, geographical distribution and type of service offered. We received 45 usable responses from this second group (see Appendix IV for Questionnaire II, its cover letter and a summary of data).

From among the second group we chose six model programs which represent imaginative and successful ways of helping adult women through personal counseling and/or employment counseling or training, or which offer comprehensive services that might help displaced homemakers. (See Appendix V for a description of these model programs.)

To find out what a sample population of displaced homemakers is like, we extracted demographic information from each of 4,500 files on women served by The Counseling Center over the last 10 years and analyzed that information by year. We also analyzed the services which these clients used in order to see if their needs changed over the period surveyed. (See Appendix VI for the forms used for this analysis.)

All information thus compiled was statistically analyzed where appropriate.

Definition of the Displaced Homemaker

Who is the displaced homemaker?

Public Law 94-482 includes the following "special groups":

a) Persons who had been homemakers but who now, because of dissolution of marriage, must seek employment;

b) Persons who are single heads of households and who lack adequate job skills;

c) Persons who are currently homemakers and part-time workers but who wish to secure a full-time job; and

d) Women who are now in jobs which have traditionally been considered jobs for females and who wish to seek employment in job areas which have not traditionally been considered job areas for females, and men who are now in jobs which traditionally have been considered jobs for males and who wish to seek employment in job areas which have not traditionally been considered job areas for males.

Connecticut's Permanent Commission on the Status of Women, in its 1979 legislative effort, defined displaced homemakers as persons, usually women, who have been primarily dependent on the incomes of their spouses for a substantial number of years, who have lost that income through death, divorce or separation or the disability of their spouses, who are ineligible for public assistance and Social Security, or who are within six moths of losing public assistance because of the age of their children.

Tish Sommers and Laurie Shields, organizers of the National Alliance for Displaced Homemakers, define a displaced homemaker as "an individual who, for a substantial number of years, has performed unpaid labor in the home, is not gainfully employed, and who has had or would have difficulty in gaining employment. She has been dependent on the income of another family member or on federal assistance but is no longer eligible because her children have reached their majority."

We believe any woman who faces such difficulties, including women not legally separated or those abandoned by their husbands, should be considered displaced, regardless of her age. No woman should be excluded from participation in a displaced homemaker program simply because she is relatively young. Special consideration should, however, be accorded the older displaced homemaker, since because of age discrimination, she will encounter greater resistance in her job search than will her younger counterpart.

Number of Displaced Homemakers

The Women's Bureau of the U. S. Department of Labor, using the 1976 Survey of Income and Education of the Bureau of the Census, estimates the number of

displaced homemakers nationwide to be 4,134,000. The Bureau estimates there are 46,000 such women in Connecticut. These figures are low, probably because of Census Bureau difficulties in accurately counting Black and Hispanic women. The estimate of the number of Black and Hispanic displaced homemakers seems disproportionately low, and no breakdown is given by income. (See Table I.)

Computing the number of displaced homemakers in Connecticut according to a formula we devised, we estimate there are at least 64,490 displaced homemakers over the age of 35 in the state. (See Appendix VII for this formula and appropriate figures.)

Meanwhile, Connecticut has only two programs specifically designed for displaced homemakers: one begun in April, 1979 and serving only 12 CETA-eligible women in Stamford; and the Women Helping Women program of the Bridgeport YWCA, which includes specific outreach to displaced homemakers.

Demographic Profile of the Displaced Homemaker

Our demographic profile of clients who have come to The Counseling Center of Hartford College for Women during the past 10 years confirms national data on the displaced homemaker.

As the age group of our clients increases, so does the number of women within the group who are displaced homemakers. Fully 50 per cent of Counseling Center clients between the ages of 45 and 54 are displaced homemakers. During the first four months of 1979, 75 per cent of all women 55 years of age and older who came to The Counseling Center were displaced homemakers.

Displaced homemakers are more likely to be re-entering the job market after an absence of more than five years -- and more are looking for full-time employment -- than clients who are not displaced homemakers. Almost half are unemployed. Twenty-seven per cent hold part-time jobs.

Our displaced homemaker clients have noted on our interview forms that they want help in evaluating their skills, training in job search techniques, placement in jobs and help in finding child care (94 per cent have children; 70 per cent have school-aged children, and 25 per cent have pre-schoolers).

These women are not being kept out of the job market by lack of education. Over half have some college education and many hold a bachelor's degree. Nearly one-fourth have post-graduate training.

WOMEN IN POPULATION, 16 YEARS OF AGE AND OLDER, MARCH 1976

BY CETA TITLE IIB ELIGIBILITY, DISPLACED HOMEMAKER STATUS, AGE, AND RACE-ETHNICITY

TOTAL, CONNECTICUT

RACE-ETHNICITY, AGE	Numbers in Thousands				Percent			
	TOTAL	ELIGIBLE	DISPLACED	ELIGIBLE DISPLACED	ELIGIBLE	DISPLACED	ELIGIBLE DISPLACED	ELIGIBLE DISPLACED
					As % of TOTAL WOMEN			As % of ELIGIBLE
ALL RACES, ETHNIC GROUPS								
AGE IN YEARS								
TOTAL, 16 AND OVER.....	1,184	185	46	27	15.6	3.9	2.3	14.6
TOTAL, 22 AND OVER.....	1,007	150	46	27	14.9	4.6	2.7	18.0
40 AND OVER.....	610	92	35	22	15.1	5.8	3.5	23.5
WHITE, NOT HISPANIC								
AGE IN YEARS								
TOTAL, 16 AND OVER.....	1,073	139	39	22	13.0	3.6	2.1	16.0
TOTAL, 22 AND OVER.....	920	118	39	22	12.8	4.2	2.4	18.9
40 AND OVER.....	571	79	32	18	13.8	5.5	3.2	23.3

Source: Women's Bureau, U.S. Department of Labor,
Based on the Survey of Income and Education, Bureau of the Census, U. S. Department of Commerce

"Displaced homemakers were defined, for these tabulations, to include the following groups:

A. Women, 22 years of age and over (in 1976), receiving AFDC (during 1975), with youngest child 16 or 17 years old

B. Women not on AFDC (in 1975) who were widowed, divorced, separated or married with a disabled spouse (in 1976), and

1) out of the labor force for five or more years or never worked, and were under age 65, or
2) out of the labor force for less than five years (in March 1976), under age 65, and worked fewer than 500 hours in 1975, or
3) in the labor force in 1976 and worked fewer than 500 hours in 1975.

"This definition was adopted for statistical purposes only and does not coincide precisely with the definition of displaced homemaker as published in the Regulations. For example, male displaced homemakers and single persons caring for selected relatives are not included in the tabulations because of their small numbers."

But a college degree taken 40 years ago in the liberal arts is of no more use than a high school equivalency certificate to a middle-aged woman without a recent employment history, job skills or the self-confidence necessary to compete aggressively in today's job market.

Needs of Displaced Homemakers

In our questionnaires, we asked groups which reported the most experience with adult women to tell us what kinds of problems have been keeping their female clients from seeking or getting jobs or job training.

Respondents readily agreed on clients' problems (see Table 2). At least 80 per cent of them named lack of skills, lack of self-confidence, lack of recent paid work experience, lack of training and lack of education as the most serious drawbacks faced by their clients who are adult women.

Other problems named by at least 50 per cent of the respondents include lack of adequate child care, lack of transportation, emotional problems, age discrimination, low motivation, lack of available training, and lack of after-school care for children. Respondents also listed barriers such as lack of understanding about the world of work, sex discrimination, physical problems, lack of knowledge about jobs, racial and ethnic discrimination, and lack of job placement services.

We also asked which services displaced homemaker clients used most frequently, and discovered that the displaced homemaker in Connecticut uses as many services as are offered -- when she can find them. Not surprisingly, job services offered by CETA, the state Labor Department and other groups are most often used because they are more readily available than are support services. Nevertheless, most groups we surveyed indicated an awareness of the need for support services to supplement job services (see Table 3).

Job services include job information, job and career counseling, job development, job placement, job and skill training, non-traditional job training, vocational testing, skills assessment, and counseling in resume preparation and job interview techniques.

Support services include psychological counseling, divorce and widowhood counseling, single parent counseling, group and individual counseling, peer counseling and self-awareness and assertiveness training.

TABLE 2

Clients' Problems

The following factors are reported by respondents to Questionnaire #2 as the most significant barriers in keeping female clients from seeking or getting jobs and job education:

	Barriers	% Respondents
1.	lack of marketable skills	93%
2.	lack of self-confidence	91
3.	lack of recent work experience	87
4.	lack of training	83
5.	lack of education	80
6.	lack of adequate child care	72
7.	lack of transportation	67
8.	emotional problems	65
9.	age discrimination	57
10.	low motivation	54
11.	lack of after-school care for children	52
12.	lack of available training	48
13.	sex discrimination	44
14.	high unemployment in the area	41
15.	emotional problems of children	22
16.	need for psychological counseling for children	17
17.	other	6

TABLE 3

Needs of Displaced Homemakers

In response to the question, "Which of the following services do you think are necessary for an adequate displaced homemakers program?" respondents to Questionnaire #2 listed the following:

	Services	% Respondents
1.	job information	94%
2.	job/career counseling	94
3.	job/skill training	92
4.	child care service	89
5.	job placement	85
6.	self-awareness/assertiveness	83
7.	vocational testing	80
8.	non-traditional job training	80
9.	single parent counseling	78
10.	peer counseling	78
11.	money management	76
12.	job development	72
13.	divorce counseling	70
14.	transportation service	70
15.	legal assistance	70
16.	psychological counseling	63
17.	widowhood counseling	57
18.	health counseling	52
19.	outreach to rural clients	46

Other support services the displaced homemaker needs include child care, money management advice, legal assistance, transportation, health and nutrition counseling and outreach to her in areas where she may be isolated, especially rural areas.

The private, non-governmental organizations included in our survey report that their clients use a wider range of services than do those of other groups, although, they, too, note that job information and job counseling are most often sought by the displaced homemaker. Self-awareness and assertiveness training, divorce counseling, peer counseling, job placement, testing, training, money management and single parent counseling are all heavily used when available (see Table 4).

That the displaced homemaker perceives that support services can help her is reflected in the fact that she does use these services when they are available to her.

Some services, such as child care, non-traditional job training, and divorce and widowhood counseling show up as infrequently used, undoubtedly because they infrequently exist.

But groups surveyed in the second questionnaire said they would add such programs had they the money to do so.

Any program that is designed to help the displaced homemaker should offer her support services before job services, in order to prepare her emotionally for the workplace. If that is not possible, the two kinds of services should at least be offered in conjunction with each other.

A woman who lacks self-confidence, undergoing financial and emotional crises, will do less well in her job search than will a self-possessed woman, confident in her ability to cope with her difficult situation.

Groups we surveyed clearly indicated the need for a comprehensive range of services. Respondents ranked job information, job and career counseling, job and skill training and job placement as the most important job-related services in programs for displaced homemakers (see Table 3).

Child care, self-awareness and assertiveness training, single parent counseling and peer counseling were ranked as the most important support services (see Table 3).

TABLE 4

Services Most Often Used by Displaced Homemakers

We asked respondents to Questionnaire #2 which services their displaced homemaker clients used most. They answered as follows:

	Services	% of All Respondents	% of CETA Respondents	% of Labor Respondents	% of Private Respondents
1.	job/career counseling	63%	50%	71%	64%
2.	job information	52	67	57	48
3.	job placement	42	67	86	27
4.	job/skill training	39	67	86	24
5.	vocational testing	30	33	57	24
6.	self-awareness/assertiveness	30	0	0	42
7.	job development	24	50	57	12
8.	peer counseling	20	0	0	27
9.	money management	17	0	14	21
10.	child care service	15	0	29	15
11.	single parent counseling	15	0	0	21
12.	psychological counseling	11	0	0	15
13.	widowhood counseling	8.7	0	0	12
14.	legal assistance	8.7	0	0	12
15.	transportation service	07	0	0	9
16.	non-traditional job training	06	0	0	9
17.	health counseling	02	0	14	0
18.	outreach to rural clients	NA	0	0	0
19.	other	NA	0	0	0

Solutions to Problems of Displaced Homemakers

The problems faced by displaced homemakers have been clearly defined by the respondents to our questionaires, and they agree with the collective experience of those who have worked with displaced homemakers in other parts of the country.[1] The solutions to these problems lie in services which already exist, and the relationship of needs to services is obvious.

Problem:	Solution:
Lack of marketable skills and lack of training	job/skill training non-traditional job training skills assessment
Lack of self-confidence and emotional problems; low motivation	self-awareness/assertiveness peer counseling divorce couseling widowhood counseling psychological counseling
Lack of recent paid work experience	job placement
Lack of education	continuing education training programs
Lack of child care	expanded child care programs after-school programs
Age and sex discrimination	job development advocacy with employers affirmative action
High unemployment	job development

1. Displaced Homemakers: Program Options, a guide prepared by the Displaced Homemakers Network, c/o Business and Professional Women's Foundation. 2012 Massachusetts Ave., N.W., Washington, DC 20036, reports a list similar to the one generated by this study.

Displace Homemaker Assistance

Anaylisis of the results of our survey indicates that a logical progression of services to be offered the displaced homemaker is as follows:

1. Information and referral
2. Outreach and publicity
3. Advocacy
4. Personal counseling
   --psychological counseling
   --peer counseling
   --divorce counseling
   --widowhood counseling
   --single parent counseling
   --counseling for children
   --financial counseling
   --legal counseling
5. Vocational counseling
   --vocational testing
   --skills assessment
   --career information
   --job information
6. Job training
   --peer counseling
   --skills assessment
   --development of skills
   --formal training programs
   --apprenticeships
   --internships
   --continuing education
7. Job development
   --analysis of local labor market
   --active job file
   --contact with employers
   --negotiation with employers
   --creation of jobs
   --placement
   --on-the-job training
   --self-employment possibilities
   --follow-up, affirmative action
8. Child care and transportation
   --on the job and to the job
   --at displaced homemaker assistance center
9. Cooperation with other agencies

Are services for displaced homemakers available in Connecticut?

Job Services

Most of the groups we surveyed seem to understand the displaced homemaker's problems and her need for comprehensive services, but very few claim to offer either job or support services specifically for her (see Question 14, Appendix III for a comparison of services offered to the general population and specifically for displaced homemakers).

Job information is most frequently offered, followed closely by job and career counseling and job placement.

These services are also ranked as most necessary for displaced homemakers, along with vocational testing. Yet no more than 14 of the 133 groups surveyed offered any of these services specifically for the displaced homemaker.

Job training, for jobs traditionally held by women (for example in service and clerical fields), and for higher-paying jobs not traditionally held by women (for example in the technologies and manufacturing fields), is even less available to the adult woman. Only 49 groups offer job training for their general client population and a mere 26 offer non-traditional job training, even though 69 and 60 groups respectively agree that such training is a necessary component of an adequate program for displaced homemakers.

Job training for both traditional and non-traditional jobs, then, is clearly critically needed.

The same is true of job development, pursued for their general client population by only 53 groups, and for displaced homemakers, by only 13. Only 65 groups offer job placement, and only 11 offer it for displaced homemakers.

Support Services

Support services are even less available to the displaced homemaker than are job services. What services exist are available primarily from private organizations, a few at a time, and in widely scattered locations (see Question 14, Appendix III).

Of support services, respondents consider self-awareness and assertiveness training most important for displaced homemakers, followed by, in order, psychological counseling, child care, peer counseling, money management, divorce counseling, medical counseling and outreach to rural clients.

Fifty-eight of the groups responding to our first questionnaire report that they offer self-awareness and assertiveness training, but more groups offer that service than any other support service. The number of groups offering other support services ranges from a low of 13 (the number conducting outreach to rural clients) to a high of 45 (the number offering psychological counseling). An average of only 23 groups offer any support service.

Integrated, comprehensive programs offering a range of both job and support services are simply not available in Connecticut.

CETA and WIN programs offer interesting exceptions. The Stamford CETA displaced homemaker program offers a wide range of services, but only 12 women are enrolled in that program at any time. The WIN program, also relatively comprehensive, also serves a restricted population and specifically excludes the great number of older displaced homemakers whose children are older than 18.

While most groups recognize that displaced homemakers need a combination of services, most groups said they cannot offer them because of lack of staff, space and funding. Not a single group said there are too few displaced homemakers in their area to make adding such programs worthwhile.

Who is being served by organizations?

Although several groups report experience with women clients, very few report dealing with older women, women re-entering the workforce after an absence of at least five years, Black and Hispanic women and rural women.

Almost 60 per cent of responding groups claim to deal with less than 25 per cent minority group clients, and only three groups report dealing primarily with Hispanic women.

Although there is a substantial rural population in Connecticut, only three of 133 organizations surveyed have more than 50 per cent rural clients.

Twelve of 17 Labor Market Areas in the state have either one or no groups which serve clients re-entering the job market after a lengthy absence from it. Our survey also indicates a woeful lack of experience in dealing with clients over the age of 30 who are entering the job market for the first time. Only 13 groups have more than 25 per cent of their clients in this category, and 10 Labor Market Areas have no groups with more than 25 per cent of their clients in this category.

Very few groups work with women over the age of 46.

Groups we surveyed seemed to have difficulty in describing the nature of their client populations. It is not clear that groups recognize who displaced homemakers are. Many groups undoubtedly were unable to answer our questions about their client populations because they don't know the answers, are not keeping sufficiently comprehensive records, or are not alert to these problem populations.

Only ten groups report offering at least three job services and three support services, our criterion for a minimally comprehensive program.

Geographical Distribution

What services exist for displaced homemakers and other adult women re-entering the labor market are, not suprisingly, concentrated in metropolitan areas, but in higher proportion than is justified by population distribution.

For example, the Hartford Labor Market Area, with 23 per cent of the state's population, has 50 per cent of all staff working for organizations we surveyed. The New London Labor Market Area, with five per cent of the state's population, has 12 per cent of all staff.

By comparison, the Bristol, Danielson and Norwich Labor Market Areas have (combined) six percent of the state's population and only .6 per cent of the staff employed by responding organizations.

Several Labor Market Areas, particularly those most rural, contain either no organization or only one or two organizations offering a given service. For example, 104 of 133 responding organizations claim to offer individual counseling. Forty-one of them are in Hartford, but only one each exists in the Ansonia, Bristol, Middletown, Danielson and Norwich Labor Market Areas.

What is needed, then, is a coordinated, central place to get comprehensive services -- at least one in each Labor Market Area -- to remedy such geographical fragmentation.

We have devised two dot charts to indicate where services exist and do not exist. See Appendix VIII for a chart of services and programs offered, by Labor Market Area. See Appendix IX for a chart showing Labor Market Areas in which services most critically need to be expanded.

Expansion of services

Wholesale creation of new programs is expensive. Organizations already offering services to the general public could conceivably expand their programs to meet the more complicated needs of displaced homemakers, had such organizations the funds to do so. We asked respondents to Questionnaire #2 what services they would add had they enough money. Table 5 summarizes their responses. A breakdown of these responses by CETA, labor and private organizations can be found in Question 7, Appendix IV.

How then, are these organizations to get the funding to expand their services to meet the needs of displaced homemakers?

Client fees are an obviously unreliable source of income for groups that deal with low-income persons such as displaced homemakers. The groups we surveyed are no exception. Two-thirds charge no fees whatsoever for their services, and those who do ask an average hourly rate of $4.50.

Twenty-three per cent of groups are funded at least in part by a parent organization such as a community college or a YWCA, but the amount of such support varies widely among groups and is usually relatively low.

Were the Division of Vocational Education able to provide services for displaced homemakers, either through increased funding or directly, such services would be welcomed by our respondents (see Table 6).

Federal, state and private grants provide the most lucrative source of income to groups we surveyed, although 42 per cent of them had no grants at all. Grant money is unevenly distributed: a full 50 per cent of groups with grant money are located in the Hartford and New Haven Labor Market Areas, which together have 36 per cent of the state's population. No group in either the Ansonia or Willimantic Labor Market Area has a grant, and the more rural Labor Market Areas (Torrington, Middletown, Willimantic and Danielson) have 11 per cent of the state's population, nine per cent of responding groups, but only six per cent of groups funded at least in part through grants.

Private grantors are a poor source of funds for women's concerns.

TABLE 5

Services Groups Would Expand

When asked, "If you had some additional funding what services would you like to add to those you already offer?" groups answered:

1.	child care service	52%
2.	single parent counseling	48
3.	peer counseling	46
4.	transportation service	46
5.	self-awareness/assertiveness	41
6.	money management	39
7.	non-traditional job training	37
8.	divorce counseling	35
9.	job/skill training	33
10.	legal assistance	33
11.	job information	30
12.	job placement	30
13.	psychological counseling	30
14.	health counseling	30
15.	widowhood counseling	30
16.	outreach	30
17.	job/career counseling	28
18.	job development	28
19.	other	NA

TABLE 6

Services Desired

In response to the following question, "What services would you like to see the Division of Vocational Education provide in future, either through increased funding to groups or directly?" respondents answered:

1.	job/career counseling	80%
2.	job/skill training	80
3.	job information	78
4.	child care service	74
5.	vocational testing	72
6.	non-traditional job training	72
7.	self-awareness/assertiveness	65
8.	job development	63
9.	money management	59
10.	transportation service	59
11.	peer counseling	57
12.	outreach	52
13.	psychological counseling	50
14.	single parent counseling	50
15.	divorce counseling	48
16.	legal assistance	48
17.	widowhood counseling	37
18.	health counseling	37
19.	other	15

The National Committee for Responsive Philanthropy announced in July, 1979 that its study on the financing of women's programs by grant-makers showed that of the more than $2 billion in private foundation grants awarded in 1976, only six-tenths of one per cent went to women's groups. Even that paltry figure represented an increase: grants from private foundations to women's projects had increased from $1.7 million in 1971 to $12 million in 1976. The study also found that projects least likely to win grants were those addressed to older women, single parents, housewives, clerical and blue-collar workers, volunteers, rural women, handicapped women and female agricultural workers.

The implications of these findings for displaced homemakers programs are ominous. Groups and organizations serving women -- especially adult women -- need help in obtaining more grants to carry on and expand their work. Without such help, they cannot add programs to help the displaced homemaker.

Model Programs

To discover what factors might contribute to a successful displaced homemaker program, we chose six model programs to study. Each is successful in its own way. Some serve many older women, some offer a wide range of services, some have elements that could be adapted to serve displaced homemakers specifically.

The six model programs -- The Women's Center of Asnuntuck Community College in Enfield, The Counseling Center of Hartford College for Women, the Modern Office Skills Training (MOST) Program at the Travelers Insurance Company in Hartford, Training, Education and Mainpower (TEAM, Inc.) in Derby, the Women's Employment Resource Center (WERC) in New Haven, and the Women Helping Women program of the Bridgeport YWCA -- represent a variety of organizational structures and styles.

We visited each program and interviewed each staff. (Detailed desciptions of the model programs will be found in Appendix V.)

Asnuntuck Community College in Enfield serves students and persons living in towns nearby. The Women's Center and the Division of Student Affairs jointly offer job information and counseling and many support services, including a mothers' group, a widows' group, child care, educational

counseling, information and referral, career exploration courses and on-the-job internships. These two programs enjoy a good relationship with women's groups and other social service agencies in the community.

The Counseling Center of Hartford College for Women offers job and career counseling to adult women, career development workshops, vocational testing, resume consultation and a job placement service. In addition, it offers training in business skills, legal assistant training, mathematics skills, and widowhood counseling. It has recently designed and executed pilot programs in training women -- including many displaced homemakers -- for careers in the technologies, offered jointly with Hartford State Technical College.

The MOST Program at the Travelers, sponsored by private industry, is of special interest because it focuses on low-income Black and Hispanic women, offering them intensive office skills training and support services. MOST trainees, many of whom are displaced homemakers, are paid a stipend while they study and are guaranteed placement in a job within the company if they complete the training program, helping the company meet its affirmative action plan.

TEAM, a community action agency serving low-income persons in Ansonia, Derby, Shelton, Seymour, Oxford and Milford, provides its participants many services: legal assistance, homemaker services, consumer education, nutrition counseling, counseling for correctional center inmates and information and referral to other agencies. Many of TEAM's staff members are themselves displaced homemakers. Transportation and child care are provided.

WERC, a training program for women who wish to enter non-traditional jobs, concentrates on locating and securing jobs in non-traditional fields for low-income women in the New Haven area. The strength of this collectively run program is its firm commitment to poor women, its strong feminist viewpoint and its recognition of the fact that jobs in skilled trades pay better than the low-level clerical jobs into which displaced homemakers and other older women are all too often shunted.

The Bridgeport YWCA's Women Helping Women program reaches out specifically to displaced homemakers, providing personal, vocational, legal, financial and health counseling to women in transition. Referrals are made to the Y's skills-building workshops and to outside agencies, as well as to a YWCA-sponsored peer support group. The staff hopes to offer vocational skill training and job development for displaced homemakers in conjuction with two local colleges and the National Alliance of Business.

Critical Factors for Success

Analysis of these model programs combined with the data from the two questionnaires has yielded critical factors for success in programs for displaced homemakers, and for others that potentially could serve displaced homemakers. These factors include:

1. Cooperation with other organizations and agencies in the area
2. Well-organized outreach and publicity
3. As wide a range of job and support services as possible within a single program, with a minimum of three job services and three support services
4. Child care at the program site and the workplace
5. Transportation to the program site and the workplace
6. Careful tracking of women in programs and close contact with women in the community who are potential program participants
7. Intensive job and skills training
8. Job development: an aggressive campaign to find jobs for displaced homemakers and alert employers to their existence and to the advantages mature workers can bring their businesses
9. Funding adequate to cover both planning and execution stages of the program
10. Educational and counseling staffs experienced in dealing with adult women or adult students, who have a strong commitment to helping displaced homemakers, and who have themselves shared some of the experiences the displaced homemaker counselees and trainees are undergoing (peer counselors).
11. Grantswriter available to program
12. Counseling staff separate from teaching staff to avoid conflict
13. Thorough research of local labor market to determine where jobs are available
14. Expansion of staff through use of volunteers when possible
15. Memoranda of agreement on budget and training responsibilities, to be signed by each of two institutions if working on a program together
16. Field trips to workplaces to acquaint women with actual working conditions and the flavor of different kinds of jobs

17. Realism in setting goals and budgeting for them
18. Advocacy by staff to overcome age and sex discrimination in the workplace
19. Continuity in staff
20. Clerical help

Conclusion

Although older Americans face significant changes in all aspects of life -- financial, occupational, familial, and emotional -- they have paid little attention until recently.

The older American woman, in particular, faces hardships. Accelerating social changes such as the scattering of the family have isolated her and robbed her of traditional sources of support. When, through divorce or widowhood, she becomes a displaced homemaker, her anxiety and loneliness aggravated by the loss of economic security she enjoyed through marriage and by the sudden loss of her family role. She faces age and sex discrimination when she tries to find a job. Her years of service to her family are counted for nothing and actually work against her.

A growing number of American women face such a future. Federal estimates indicate that more than 50 per cent of American women will be older than 50 by the year 2000. Many of these will become displaced homemakers.

As American society enters the 1980's, its public policy must respond to the needs of such women in order to ameliorate the human suffering they endure and to contain the economic strains a large class of poverty-stricken older women will place on society. Old age can be a time of reflection and rest, but for too many women it has become a time of fear and loneliness. Economically and socially, housewifery as a life-long career is no longer a reasonable alternative for many older women.

Social policy must begin to reflect the reality of a new social order as mores continue to change and inflation increases. Government must commit its resources to the creation of specific remedial programs to ease the mid-life crises women face, to help them maintain their position as useful, productive citizens whose right to lives of dignity is not compromised by economic and cultural inequities beyond their control.

Recommendations

Based on our research, we make the following recommendations.

The first group of recommendations addresses the immediate problems of displaced homemakers. The second group makes suggestions to state agencies. A third group of recommendations addresses systemic causes of the emergence of displaced homemakers as an ever-increasing number of the nation's new poor and recommends legislative action.

Recommendations for Services for Displaced Homemakers

1. Following mandate of Public Law 94-482, develop comprehensive programs of job services and support services for displaced homemakers, as described in this report.
   - --Create a Displaced Homemaker Center in the largest Labor Market Areas: Hartford, New Haven, and Bridgeport, providing an efficient and economical way to disseminate information and provide comprehensive services in areas which have both high population density and scattered populations and services. Use these also to develop training workshops for educating professionals in agencies in other areas of the state.
   - --Offer augmented comprehensive services specifically designed for displaced homemakers through organizations and offices already set up in other areas throughout the state, such as state Department of Labor Job Service offices, CETA offices, community colleges and women's centers and projects. Public information, training of social service workers and educators and outreach to displaced homemakers in isolated areas should be included.

2. Increase funding to private organizations and women's centers to help them expand support services they offer and to provide the displaced homemaker with places she can go for information, referral and personal help.

3. Encourage private organizations, community colleges and women's centers and other agencies to work closely with employment offices to augment job information and job counseling and placement services.

4. Take appropriate steps to ensure that displaced homemakers themselves are given the first chance to apply for jobs opened in the establishment or expansion of programs and services for displaced homemakers. Create a "paid peer" system for displaced homemakers who need jobs -- a system that will also help the state meet affirmative action guidelines and will help put competent midlife women in the public eye to serve as role models.

5. Provide grantsmanship assistance, grantswriters and grants to women's employment counseling services. Circulate requests for proposals systematically among women's groups of all kinds.

6. Help agencies seek CETA funds to provide displaced homemakers with on-the-job training in manufacturing, technological, skilled trades and industrial fields, as well as in public service employment fields.

7. Develop comprehensive programs within the state vocational education system and the state college and community college systems to help displaced homemakers train for careers in fields where the employment outlook is bright; public relations, sales in real estate, office machines, automobiles and insurance, nuclear medicine technology, medical records technology, respiratory therapy, geriatric care and other health fields, computer science, electronics, engineering, civil engineering, accounting, environmental sciences and the like. Encourage counselors within the state education system to stop shunting women into teaching, service, clerical and other fields traditionally considered appropriate for women, where opportunities are limited or pay is low.

8. Seek suggestions and expertise from groups such as the Governor's Council on Voluntary Action and the Voluntary Action Center of the Capital Region (VAC) and similar agencies with extensive knowledge of and sensitivity to the skills and dedication of midlife women. Consult them in setting policy for displaced homemaker programs to discern ways that volunteer work can be translated into job skills. Undertake standardized analyses of tasks in the paid and unpaid sectors to aid efforts to assess displaced homemakers' skills.

9. Develop other systems to identify the job-related skills women acquire as parents, homemakers, community activists and volunteers. Such a program is currently being developed by the Bureau of Occupational and Adult Education of the U.S. Office of Education, called Project ACCESS. Develop a state model.

10. Develop programs in which displaced homemakers could train for careers in fields they have some knowledge of already because of their years spent in household management. For example, a women's experience in handling family finances could help her develop a career in fundraising or accounting or bookkeeping, her experience cooking for her family could lead to a career in restaurant or hotel management, catering or as a chef. Caring for her children and other family members could help her develop a career in the management and staffing of child care centers, in child abuse and neglect projects, battered women's projects, care of the elderly, programs for teenagers, counseling in planned parenthood centers, in alcohol and drug abuse projects and the like. The Center for Displaced Homemakers in Baltimore created a lucrative "Magic Mop" domestic cleaning business for its participants, none of whom needed training in how to clean a house.

11. Develop programs that will increase alternatives for child care. Develop and publicize a child care information and referral service. Develop multiple source funding programs for child care, including purchase of spaces in private centers for children of low-income women, voucher systems used by employers, creation of centers within the workplace, and develop programs to train senior citizens, students and part-time workers for child care jobs. Develop ways to make employers understand the critical

strain placed on the working woman who has few choices about where to leave her children while she works, and to help them understand the advantages that accrue when child care is local, responsible and inexpensive: less absenteeism, better morale, better job performance and less employee turnover. Develop child care alternatives for the woman who must work at night or on weekends.

12. Encourage a variety of groups and agencies to offer resources for outreach to displaced homemakers, including but not limited to public libraries, women's centers, battered women's shelters, alcoholism and drug dependence units, area agencies on aging, career resource centers in high schools, GED programs, consumer and home economics programs, cooperative extension service offices, the Farm Bureau, the Visiting Nurse Association, Meals-on-Wheels programs, midwives, senior centers, child care centers, hospitals, Chamber of Commerce, etc.

Recommendations for State Agencies

1. Develop formal or informal methods to insure interdepartmental cooperation among state departments (Banking, Board of Higher Education, Board of Trustees/Regional Community Colleges, Board of Trustees/State Colleges, University of Connecticut, Commission on Human Rights and Opportunities, Department of Education, Health, Mental Health, Social Services, Aging, Insurance, Labor, Personnel, Tax, etc.) in effecting recommendations for action.

2. Fund training workshops through Title XX and other sources for staff of of state Departments of Labor, Education and Social Services and other social service professionals to sensitize them to the needs of the displaced homemaker and to enable them to recognize her when they see her.

3. Create special Displaced Homemakers' Ombudsmen Units within appropriate state agencies and offices, staffed by people with specific responsibility to help the displaced homemaker when she seeks assistance from such agencies.

4. Develop self-help information packets, written in a manner easily understood and available in Spanish, to be give to all displaced homemakers and other midlife women who come into state offices for help. Such packets should include information on where to get help for the full range of problems displaced homemakers face; financial, emotional, educational, legal, etc.

5. Appoint one coordinator in each Labor Market Area with responsibility for easing coordination of services among agencies and reviewing programs to make sure they meet minimum standards for comprehensiveness and quality.

6. Mandate that all state offices begin immediately to identify and track the displaced homemaker as such in state record-keeping, when and where this does not conflict with Privacy Act stipulations. Remedy the statistical invisibility of the displaced homemaker.

7. Effect those "action items" contained in the State Board of Education's 1979 Master Plan revision which describe activities that could serve the needs of special groups including displaced homemakers.

Recommendations: Sociological and Legislative

1. Expand financial education and financial management courses in high schools and institutions of higher education and encourage girls and women to take such courses as a way of alleviating the suffering experienced by women who know nothing about money management until confronted with divorce or widowhood.

2. Expand family life curricula in schools to include units on midlife stress and crisis and the problems of displaced homemakers. Many women in high school today will be displaced homemakers in 30 years.

3. Review curricula and texts used in the state education system for ageism and sexism. Eliminate those which perpetuate biased and stereotyped images of the older woman as an object of contempt, or those which portray her as helpless, passive, useless or ridiculous, and those which perpetuate stereotyped notions about the physical and mental health of midlife women. Disseminate correct information about the menopause and other aspects of the female aging process.

4. Expand participation by older women, especially low-income women, minority women and educationally disadvantaged women in continuing education programs, to enhance their job opportunities, their intellectual fulfillment and their opportunities to meet people and end their emotional isolation. Devise short-term certificate courses for such students. Establish community-based education and career counseling centers for women who have not had a chance to further their schooling.

5. Revise family law and marriage and divorce laws to equalize and minimize the economic dislocations suffered by husbands and wives, including recognition of marriage as a partnership in which the contributions of each spouse are taken into account in the division of property and awarding of maintenance and child support payments.

6. Provide tax credits for businesses that provide job training for middle-aged women, that hire women over 35 who have not worked for at least five years, that provide child care centers in the workplace or near it, that allow working mothers, especially divorced or widowed ones, to work flexible hours, and that hire part-time workers to share jobs.

7. Mandate that state agencies enact similar reforms at all levels.

8. Provide low-interest education loans and tax breaks for housewives and displaced homemakers who resume their educations as adults. Provide special financial incentives to institutions of higher education, public and private, that provide special services, opportunities and curricula for returning adult students, especially women. Provide special help and incentives to school systems that provide after-school child care programs for the children of working mothers, including displaced homemakers.

9. Advocate passage of state legislation to aid the displaced homemaker, including measures such as Bill #5178, "An Act Establishing a Support System for Displaced Homemakers", which failed of passage by the Connecticut General Assembly. Carry out recommendations made by the state's Permanent Commission on the Status of Women.

10. Expand unemployment insurance to cover widows or divorced women whose incomes are suddenly cut off. Raise income guidelines for eligibility for public assistance programs to realistic levels.

11. Encourage the Connecticut Congressional delegation to support federal legislation to help the displaced homemaker, including elimination of present inequities in Social Security benefits, tax reforms to recognize household income as co-owned by husband and wife, reform of inheritance tax law, inclusion of homemakers in pension plans, increasing deductions allowed on federal income tax returns for child care, transportation and educational expenses of working mothers, allowing homemakers to begin individual retirement accounts with tax-free provisions such as the IRA and Keough accounts available to the self-employed, establishment of displaced homemakers' centers in each state, and expansion of child care.

APPENDICES

		Page
I.	Methods	33
II.	Map of Connecticut Labor Market Areas	35
III.	Questionnaire #1, cover letter, and data summary	36
IV.	Questionnaire #2, cover letter, and data summary	39
V.	Descriptions of Model Programs	46
VI.	Counseling Center Client Survey Form	55
VII.	Counseling Center Formula for Determining the Number of Displaced Homemakers in Connecticut, with Figures	58
VIII.	Chart of Services Offered Statewide, by Labor Market Area	60
IX.	Chart of Labor Market Areas Needing Expanded Services, and Chart of Comparison of Data by Labor Market Area	73
X.	Map of Regional Resources for Career and Vocational Education in the State of Connecticut	75

APPENDIX I

METHOD

Since we wanted to contact as many organizations as possible that might be serving displaced homemakers, as well as those which potentially could serve this group, our first questionnaire was sent to a wide variety of groups, public and private, state and federal, formally and informally organized.

We used the comprehensive Helping Women: A Directory of Groups and Organizations Offering Services to Women in Connecticut, compiled by the Connecticut International Women's Year Committee and published in the autumn of 1978, culling all potentially job-related services. We also used the similar listings of the state Permanent Commission on the Status of Women, the National Displaced Homemakers Network, and sent questionnaires to all YWCAs and YMCAs, all career counseling offices of the state's institutions of higher education, all women's centers, and several business and labor organizations. Each job service office of the State Labor Department also received our first questionnaire, as did all CETA offices.

The first questionnaire was sent to 400 organizations. To ensure maximum return of this first questionnaire, we sent postcard reminders to all recipients and telephoned many of them. Responses were received from 180 organizations (a response rate of 45%); 151 questionnaires were returned and of these, 133 were usable for our analysis.

The second, in-depth questionnaire was sent to 60 organizations which had sent in usable first responses. These were chosen to represent a diversity of programs - by size, focus, geographical distribution and types of services offered, in each of the 17 Labor Market Areas in the state (See Appendix II for map of the Labor Market Areas). Included in this wave were all of the CETA and Labor Department groups responding to the first questionnaire. We received 45 usable second questionnaires (a return rate of 75%),[1] following personal telephone reminders to each of the 60 groups receiving the second questionnaire. Some of these groups received two or more calls.

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[1] Please refer to Appendices III and IV for copies of the questionnaires used and a summary of the responses to the questionnaires.

From respondents to the second questionnaire, six model programs were chosen to represent established, on-going programs serving a diversity of client populations with a diversity of organizational styles, services and locations around the state. Five of the programs were chosen because we thought they represented imaginative ways of helping adult women through personal and job counseling and training, and would thus serve as useful models for other organizations. The sixth program, TEAM, Inc. of Derby, was chosen because it offered a wide spectrum of services. Only the Bridgeport Y.W.C.A. specifically directs its program at displaced homemakers.

The analysis of the characteristics of the client population of The Counseling Center of Hartford College for Women was conducted by extracting demographic information from each of 4,500 files of clients served by The Counseling Center over the last 10 years, and analyzing that information by year (see Appendix V for a copy of the form used).

MASSACHUSETTS
NEW YORK
RHODE ISLAND
TORRINGTON
HARTFORD
DANIELSON
WILLIMANTIC
BRISTOL
NEW BRITAIN
DANBURY
WATERBURY
MERIDEN
MIDDLETOWN
NORWICH
ANSONIA
NEW HAVEN
NEW LONDON
BRIDGEPORT
NORWALK
STAMFORD
CONNECTICUT
LABOR MARKET AREAS
DEPARTMENT OF LABOR
EMPLOYMENT SECURITY DIVISION
12
43

The Counseling Center
of
Hartford College For Women
1283 Asylum Avenue, Hartford, Connecticut 06105 (203) 236-5838

February 22, 1979

Dear Colleague:

In the last few days, The Counseling Center of Hartford College for Women has undertaken an exciting and important new project: a comprehensive survey of Connecticut organizations that can help persons who have come to be known as displaced homemakers.

We have selected your agency as one of those we wish to include in our survey.

Funded by a grant from the Connecticut State Department of Education's Division of Vocational Education, this survey will determine what job-related services exist, actually or potentially, that could help the displaced homemaker.

The Educational Amendments of 1976 define the displaced homemaker as:

1. homemakers who must seek employment because of dissolution of marriage
2. single heads of households who lack adequate job skills to become successfully employed
3. homemakers and part-time workers who want full-time employment
4. persons employed in jobs traditionally considered male or female jobs who want to get a job which has traditionally been inappropriate for their sex.

The needs of such persons are a growing national concern. The Division of Vocational Education has asked the Counseling Center to determine what services already exist, and to make recommendations to them regarding their future funding of projects for displaced homemakers in Connecticut. We need the data from you in order to make sure that your organization is included in our final report.

Please take the short time required to complete this questionnaire and return it to us in the enclosed envelope by March 5, 1979.

Your suggestions and recommendations regarding new programs to meet the needs of displaced homemakers will be appreicated. Please attach an additional sheet if necessary.

If you have any questions about this questionnaire or the survey, please contact us at 232-6284 on Monday or Wednesday, from 9-12 a.m., or 1-3 p.m.

Remember your questionnaire must be returned to us to be included in our reccomendations.

Thank you for your cooperation and ideas.

Cordially,

Sharon Toffey Shepela Kathleen Palm

Sharon Toffey Shepela, Ph.D
Project Director
Kathleen Palm
Research Associate

APPENDIX III

SURVEY OF SERVICES FOR DISPLACED HOMEMAKERS (DH) IN CONNECTICUT

Organization _____ Phone _____

Address _____
street town zip county

Your name _____ Your title _____

1. How long has your organization been in operation?

   less than 1 yr.____(1) 1-5 yrs.____(2)
   5-10 yrs.____(3) 10 + yrs.____(4)

2. What is your total staff size?____
   a. How many full-time equivalents?____

3. What number of your staff are:(Totals for State)

	part-time	full-time
counselors	108	348
program planners/ leaders	354	211
peer counselors	27	43
trained volunteers	1,542	133
office staff	77	488
administrators	142	280
others (specify)	476	775

4. What is your method of working with clients? (check all which apply.)
   (1) ____ individual counseling
   (2) ____ group instruction or counseling
   (3) ____ workshops
   (4) ____ other _____

5. What is the cost of your service to clients?
   (1) ____ no charge
   (2) ____ sliding scale
   (3) ____ fixed charge

   a) if you answered (2) or (3), what is your basic hourly charge? $4.50 avg.

6. Do you offer stipends to individuals in programs?
   (1) 56% Yes (2) 29% No

7. What geographical area do your serve?

   _____

8. How is your organization funded? (Check all which apply)
   (1) 27% Fee Structure
   (2) 58% Federal/State grants
   (3) 26% Private grants
   (4) 23% Parent Organization
   (5) 32% Private contributions

9. What was the total number of clients you served in 1978?

   (1) _____ Fewer than 500
   (2) _____ 500 - 1000
   (3) _____ 1000 - 2000
   (4) _____ 2000 plus

10. In 1978, approximately how many clients did you serve from each of the groups defined below? (These are the definitions of displaced homemakers (DH) from the Federal Education Amendments of 1976.) (These numbers are all estimates - Appear to be inflated)

    (a) 35471 homemakers who must seek employment because of dissolution of marriage (divorce or separation) or death of spouse.

    (b) 11257 single heads of households who lack adequate job skills to become successfully employed

    (c) 22265 homemakers and part-time workers who want full-time employment

    (d) 7523 persons currently employed in traditionally male or female jobs who want to move into non-traditional jobs

IF YOU OFFER JOB PLACEMENT SERVICES:
Please answer Questions 11 and 12

11. How many people did you successfully place in 1978?

    (1)_____ Fewer than 20
    (2)_____ 21 - 50
    (3)_____ 51 - 75
    (4)_____ 76 - 100
    (5)_____ 101 plus

12. How many successful placements of displaced homemakers did you make in 1978? (see definitions in Question 10.)

    (1) _____ Fewer than 10
    (2) _____ 10 - 25
    (3) _____ 26 - 50
    (4) _____ 50 +

13. What percent of your clientele are: (check appropriate column) (Number/Percentage) of Organizations

	0-5%		6-25%		26-50%		51-75%		76-100%	
Displaced homemakers	26	20	30	23	22	17	7	5	10	8
Women	6	5	10	8	27	20	33	25	40	30
College students	50	38	15	11	14	11	6	5	20	15
30-45 years old	11	8	25	19	52	39	16	12	7	5
45-60 years old	33	25	41	31	22	17	7	5	1	8
Members of minority groups	35	26	41	31	20	15	7	5	7	6
Bilingual - Spanish speaking	63	47	29	22	4	3	4	3	2	2
Rural	69	52	16	12	4	3	1	1	2	2
AFDC/Welfare/WIN clients	49	37	28	21	5	4	8	6	6	5
Persons re-entering job market after substantial absence (at least 5 yrs.)	35	26	45	34	15	11	6	5	3	2
Persons over 30 entering job market for the first time	49	37	33	25	6	5	6	5	1	1

14. Check the column/s which describe/s the services your organization provides. The last column asks for your opinion concerning services needed for the displaced homemaker, whether or not you offer them.

*NOTE: Relationship between stated need for service for DH and the number of places offering that service.

	(Number answering yes.) offered in 1978	planned for 1979	offered specifically for DH's	necessary for DH programs
Job information	109	79	12	76
Job/career counseling	91	79	14	75
Job placement	65	58	11	69
Vocational testing	50	43	3	71
Job development	53	50	13	67
Job/skill training	49	44	14	68
*Non-traditional job training	26	27	8	60
*Psychological counseling	45	39	11	64
*Peer counseling	35	36	10	61
Self-awareness/assertiveness	58	45	14	67
*Money management	30	35	11	59
*Medical/dental/health counseling	22	17	7	53
*Divorce counseling	28	24	6	58
*Widowhood counseling	18	17	6	57
*Legal assistance	15	18	6	57
*Child care service	26	26	8	64
*Transportation service	23	23	3	58
*Outreach or mobile services to rural clients	13	13	2	51
Other (specify)				

15. Do you make referrals?
(1) 66% formally, to specific organizations
(2) 29% Informally

Please list the three agencies to which you make referrals most frequently._____

16. How did you answer questions concerning number and percents of clients? (Questions 9 - 13.)
(1) ____ staff estimates
(2) ____ director estimates
(3) ____ client records

Please return completed questionnaire by March 5.

Displaced Homemaker Survey
The Counseling Center
Hartford College for Women
1283 Asylum Avenue
Hartford, Conn. 06105

THANK YOU FOR COMPLETING THIS QUESTIONNAIRE!

The Counseling Center
of
Hartford College For Women
1283 Asylum Avenue, Hartford, Connecticut 06105 (203) 236-5838 (please leave message)
232-6284 (9:00 - 3:00, Monday and Wednesday)

May 3, 1979

Dear Colleague,

Enclosed you will find a questionnaire we sincerely hope you will take the time to answer, as we have selected your organization for inclusion in a detailed sampling of groups actually or potentially providing services to displaced homemakers.

You have already completed a first questionnaire for us on this topic, and your response was among those we found most interesting, exciting or statistically significant.

Therefore, it is especially important that you help us further by completing this second, more detailed questionnaire -- part of The Counseling Center's survey of agencies and groups that may now or in the future provide services to mature women who have been left in economic straits because of separation, divorce or widowhood.

Homemakers' rights -- and needs -- are a growing national concern. The State of Connecticut Department of Education's Division of Vocational Education has demonstrated that it shares this concern by contracting with The Counseling Center of Hartford College for Women to assess, by region, what services exist to help the separated, divorced or widowed homemaker find the counseling, job or schooling she needs to face her new life alone.

The Vocational Education Division has asked us to identify and evaluate such services and make recommendations to them as to which should receive possible future funding from the state to help expand or initiate services to displaced homemakers.

Your agency cannot be included in our final report unless you return this questionnaire to us.

Therefore, kindly take the short time necessary to complete it and return it to us as quickly as possible -- no later than Monday, May 14 -- even if you currently have no services specifically set up for displaced homemakers. We are also interested in programs that could be expanded or converted to helpsuch women. If you have no hard figures available please make estimates. Also, please ignore references to cards and columns and numbers in parentheses. They are for our use only. If you need help in filling out the questionnaire or would like to discuss it with us, please feel free to call us at either of the numbers above. Thank you for helping us with this important effort.

Kathleen Palm
Kathleen Palm,
Research Associate

Cordially,
Sharon Toffey Shepela
Sharon Toffey Shepela,
Project Director

APPENDIX IV

DISPLACED HOMEMAKER SERVICES SURVEY

The Counseling Center of
Hartford College for Women
1283 Asylum Avenue
Hartford, Connecticut 06105
(203) 236-5838
232-6284

Please answer the following questions with numbers or check marks as appropriate. If you leave a space blank we will assume either that you have no answer or that the question has no relevance to your group. Please ignore the references to "cards" and "columns" in parentheses. They are for our use only. Additionally, we will assign your group a code number so please write nothing in that space. Thank you for taking the time to help us. If you have questions please feel free to call us.

CARD 1

Organization's Name _____ (cols 1-35)

Organization's Address _____ (cols 36-56)
street

_____
city (cols 57-67) state (cols 68-69) zip (cols 70-75)

Organization's Code Number _____
(our use only) (cols 76-80)

CARD 2

Organization's Code Number _____ (cols 1-4)
(our use only)

1. What percentage of your women clients are

	Total		CETA	LABOR	OTHERS
younger than 25?	18	(5-6)	31	7	19
26 - 35?	22	(7-8)	22	21	22
36 - 45?	22	(9-10)	21	21	22
46 - 55?	11	(11-12)	6	5	13
56 - 60?	5	(13-14)	4	2	6

	Total		CETA	LA	OT
2. What percentage of your women clients have children?	50	(15-16)	46	30	54
What percentage of the children are					
younger than 6?	17	(17-18)	26	12	19
7 - 18 years?	27	(19-20)	33	29	26
over 18?	13	(21-22)	21	10	12
3. Of your women clients who are displaced homemakers, what percentage are					
separated?	17	(23-24)	17	10	18
divorced?	32	(25-26)	35	20	34
widowed?	8	(27-28)	14	3	8

4. Clients' Problems: what has kept (or is keeping) your female clients from seeking or getting jobs or job education? (Please check all which apply.)

	TOTAL % YES CHECK HERE	
lack of self-confidence	91	(29)
effects of grief	17	(30)
low motivation	54	(31)
emotional problems	65	(32)
sex discrimination	44	(33)
age discrimination	57	(34)
lack of marketable skills	93	(35)
lack of recent work experience	87	(36)
lack of training	83	(37)
lack of availability of training	48	(38)
lack of education	80	(39)
lack of transportation	67	(40)
high unemployment in your area	41	(41)
lack of adequate child care	72	(42)
lack of after school care for children	52	(43)
emotional problems of children	22	(44)
need for psychological counseling for children	17	(45)
other (please specify)	6	(46)

5. Which of the following programs do you think are necessary for an adequate displaced homemakers program? (Please check all which apply.)

			CETA	LABOR	OTHERS
job information	94	(47)			
job/career counseling	94	(48)			
job placement	85	(49)			
vocational testing	80	(50)			
job development	72	(51)			
job/skill training	92	(52)	83	57	85
non-traditional job training	80	(53)			
psychological counseling	63	(54)			
peer counseling	78	(55)			
self-awareness/assertiveness	83	(56)			
money management	76	(57)			
medical/dental/health counseling	52	(58)			
divorce counseling	70	(59)			
widowhood counseling	57	(60)			
single parent counseling	78	(61)			
legal assistance	70	(62)			
child care service	89	(63)			
transportation service	70	(64)			
outreach or mobile services to rural clients	46	(65)			
other (please specify)		(66)			

CARD 3

Organization's Code Number _____ (Cols 1-4)
(our use only)

6. What services would you like to see the Division of Vocational Education provide in future, either through increased funding to groups or directly?

job information	78	(5)
job/career counseling	80	(6)
job placement	76	(7)
vocational testing	72	(8)
job development	63	(9)
job/skill training	80	(10)
non-traditional job training	72	(11)
psychological counseling	50	(12)
peer counseling	57	(13)
self-awareness/assertiveness	65	(14)
money management	59	(15)
medical/dental/health counseling	37	(16)
divorce counseling	48	(17)
widowhood counseling	37	(18)
legal assistance	48	(19)
single parent counseling	50	(20)
child care service	74	(21)
transportation service	59	(22)
outreach to rural clients	52	(23)
other (please specify)	15	(24)

7. If you had some additional funding what services would you like to add to those you already offer? (Please check all which apply.)

	CETA	LABOR	OTHER	CHECK HERE	TOTAL %	
job information	17	0	40	30	(25)	
job/career counseling	17	14	33	28	(26)	
job placement	17	0	40	30	(27)	
vocational testing	17	14	30	26	(28)	
job development	17	29	30	28	(29)	
job/skill training	33	29	33	33	(30)	
non-traditional job training	50	29	36	37	(31)	
psychological counseling	33	14	33	30	(32)	
peer counseling	17	29	54	46	(33)	
self-awareness/assertiveness	50	14	46	41	(34)	
money management	66	14	40	39	(35)	
medical/dental/health counseling	83	0	27	30	(36)	
divorce counseling	33	0	42	35	(37)	
widowhood counseling	50	0	33	30	(38)	
single parent counseling	83	0	52	48	(39)	
legal assistance	66	0	33	33	(40)	
child care service	100	14	52	52	(41)	
transportation service	100	29	39	46	(42)	
outreach to rural clients	33	29	30	30	(43)	
other (please specify)					(44)	

8. Has your organization had any experience dealing with

	Total % yes / no		CETA	LABOR	OTHERS
a) programs addressed to displaced homemakers?	54 /	(45)	50	86	48
b) programs related to displaced homemakers or which include displaced homemakers, for example battered women's shelters or WIN?	70 /	(46)	83	71	67
c) programs that integrate job counseling with support services such as pre-counseling, emotional support or financial counseling?	70 /	(47)	33	86	73

9. Do you offer job development for adult women in your area?

63 /	(48)	100	100	49
yes no				

10. If yes, how? (Please check all which apply.)

	Total number			
with volunteers	(49)	0	0	3
through face to face contacts	(50)	5	6	13
through our job placement service	(51)	4	7	8
through referrals to another job placement service	(52)	5	4	13
No job development		1	0	15

11. Do you have any special programs for displaced homemakers, or which might be used by displaced homemakers?

	TOTAL NUMBER		CETA	LABOR	OTHERS
no	10	(53)	3	3	4
have had	6	(54)	0	0	6
currently have	26	(55)	2	3	21
planned	10	(56)	1	3	6

Please use the space below to describe such programs:

12. Are these special displaced homemaker programs currently funded?

TOTAL NO.				
22 /	(57)	3	4	15
yes no				
48%				

13. If you plan such services, how do you anticipate funding them? (Check all which apply.)

fee structure	(58)	0	1	11
federal grants	(59)	5	4	9
state grants	(60)	1	0	0
private grants	(61)	0	0	7
parent organization	(62)	1	1	4
private contributions	(63)	0	0	5
No answer		1	3	12

14. Is funding certain?

14 /	(64)	2	1	11
yes no				
30%				

15. Have you or are you planning to apply for CETA (Comprehensive Employment and Training Act) funding for a displaced homemakers program?

12 /	(65)	4	0	8
yes no				
26%				

16. This question asks you for information about your current sources of funding. Please indicate the amount of funding you receive annually from each source, beginning and ending dates, and specific names of sources.

	name of source	amount	beginning date	ending date
federal grants	1.			
	2.			
	3.			
state grants	1.			
	2.			
	3.			
private grants	1.			
	2.			
	3.			
parent organization	1.			
	2.			
	3.			

Use this additional space if necessary:

17. The Human Services Committee of the Connecticut General Assembly has reported favorably on Bill #5178, "An Act Establishing a Support System for Displaced Homemakers", and sent it to the Appropriations Committee where it is awaiting action. The bill would provide $100,000 to set up services for displaced homemakers in Connecticut. If the bill is passed, would you apply for funding from this program?

	TOTAL #		CETA	LABOR	OTHERS
yes	16	(66)	3	0	13
no	6	(67)	0	4	2
not sure	22	(68)	3	2	17

CARD 4
Organization's Code Number (our use only) _____ (Cols 1-4)

18. Which of your services do your displaced homemaker clients use most? (Check up to five of those most frequently used.)

	CETA	LABOR	OTHERS	TOTAL % CHECK HERE	
job information	67	57	48	52	(5)
job/career counseling	50	71	64	63	(6)
job placement	67	86	27	42	(7)
vocational testing	33	57	24	30	(8)
job development	50	57	12	24	(9)
job/skill training	67	86	24	39	(10)
non-traditional job training	0	0	9	6	(11)
psychological counseling	0	0	15	11	(12)
peer counseling	0	0	27	20	(13)
self-awareness/assertiveness	0	0	42	30	(14)
money management	0	14	21	17	(15)
medical/dental/health counseling	0	14	0	2	(16)
divorce counseling	0	0	27	20	(17)
widowhood counseling	0	0	12	9	(18)
single parent counseling	0	0	21	15	(19)
legal assistance	0	0	12	9	(20)
child care service	0	29	15	15	(21)
transportation service	0	0	9	7	(22)
outreach to rural clients	0	0	0	0	(23)
other (specify)					(24)

19. Are the services you offer available

	TOTAL #		CETA	LABOR	OTHERS
after 5:00 p.m.?		(25)	1	0	17
on weekends?		(26)	0	0	4
in the summer?		(27)	0	7	24

20. Do you anticipate your organization's adding any programs or services focussing on displaced homemakers in the next two years?

yes	10	(28)	2	1	7
no	4	(29)	0	2	2
not sure	28	(30)	3	3	22

21. If not, why not? (Check all which apply.)

	% TOTAL		%C	%L	%O
not enough staff	41	(31)	0	43	49
not enough money	46	(32)	17	43	52
not enough space	24	(33)	0	43	25
we already have enough clients	9	(34)	0	43	3
we have a different focus	17	(35)	0	43	15
we don't know enough about displaced homemakers	7	(36)	0	0	9
there are not enough displaced homemaker clients in this area	0	(37)	0	0	0
we don't have facilities for outreach	11	(38)	0	0	15
we can't reach our rural population	7	(39)	0	0	9
we can't reach our minority population	7	(40)	0	0	9
there is a lack of specialists in the area of displaced homemaker services to hire as staff	7	(41)	17	0	6
other (please specify)	3	(42)	0	0	3

22. What kind of outreach do you use? (Please check all which apply.)

	CHECK HERE		% CHECKED CETA	LABOR	OTHERS
brochures	67	(43)	33	43	29
posters	41	(44)	33	14	49
newspaper coverage	65	(45)	50	0	82
radio coverage	50	(46)	33	0	64
television coverage	26	(47)	0	0	36
paid advertisements in newspapers	35	(48)	33	14	39
paid advertisements on television	0	(49)	0	0	0
paid advertisements on radio	4	(50)	0	0	6
public service announcements in media	59	(51)	33	71	61
contact with women's groups	74	(52)	50	43	85
contact with family service/human service groups	65	(53)	33	57	73
personal contact by staff	76	(54)	50	71	82
referral from former clients	74	(55)	50	43	85
referral from other agencies	83	(56)	83	71	85
employment service	44	(57)	83	43	36
other (please specify)	9	(58)	0	14	9

23. Do you do follow-up?

			CETA	LABOR	OTHERS
33 yes	/ no	(59)	5	6	22
72%					

how?
when?
where?

24. What criteria do you use to evaluate the success of your programs? (Please attach copies of your evaluation instruments if you use them.)

	TOTAL #				
formal program evaluations	23	(60)	4	5	14
number of clients attracted	19	(61)	2	1	16
other (please specify)	6	(62)	1	0	5

25. Do you have a working relationship with local business and industry? (for displaced homemaker job placement, for example)

yes	18	(63)	3	6	9
no	11	(64)	1	0	10
we're trying to develop one	13	(65)	1	1	11

If you answered yes, please describe briefly:

26. Could you usefully coordinate your services with local community colleges colleges and/or vocational/technical high schools or colleges?

35 yes	/ no	(66)	5	6	24
76%					

27. Could you usefully coordinate your services with local battered women's programs?

35/ yes	no	(67)	5	3	27
76%					

28. Is there enough coordination, communication, etc. between your organization and similar groups in your area?

21/ 23		(68)	Y.4	2	15
yes	no		No2	5	16
46%	50%				

APPENDIX V

Description of Model Programs

The Women's Center and the Cooperative Education Program
Asnuntuck Community College
Enfield, Connecticut

Contact: Joan Reuter - Women's Center
Hank Bennett - Cooperative Education Program

The Women's Center, meant to serve the special career counseling and personal needs of women students, especially returning adult students, offers many programs, classes and workshops.

The Cooperative Education Program offers an intensive one-semester Life-Work Planning Course and an on-the-job internship program for course credit.

Together, the two programs provide a fairly comprehensive range of services to a high percentage of displaced homemakers.

The Women's Center programs serve the community as well as the student body. The Cooperative Education program is open to all students but is used most by adult women.

Close contact with all participants allows staff to remain keenly aware of participants' changing needs.

In addition to referring women to the Cooperative Education program, the Women's Center offers a widows' group which meets weekly, has a monthly Sunday brunch, bus trips, a newsletter, and one-to-one counseling. Joan Reuter is available for consultation 24 hours a day, and participants may stay in the program as long as they like. A mothers' group for single parents, which uses resource people from the college and the community, meets weekly and helps single mothers cope with their problems. The Children's Reading Room, a child care facility staffed by students in day-care training and social service classes and parent and student volunteers, is free of charge and open from 8:30 to 4:30.

An eight-week divorce group -- "Men and Women in Transition" -- is led by an outside consultant who is divorced, demonstrating the Women's Center commitment to the concept of peer counseling. A Mind-Body class in nutrition and exercise helps adult women students gain a better self-image and better health. All these programs are offered without charge.

Women's Center clients are referred to appropriate services in the community and the college and to the Life-Work Planning course, an intensive program which includes values clarification, skills identification, research on possible careers, design by each student of a five-year career plan, job search skills, and other elements designed to help the students gain job readiness.

Most students in the course are women, including many displaced homemakers. It costs $24 and is a pre-requisite for an internship program which places students in jobs for 20 hours a week for 13 weeks, often leading to permanent job placement in traditional and non-traditional fields. Limited individual counseling is available.

The college's other student services and its basic reading, writing and math skills courses offer further help to the returning student.

These two programs enjoy excellent cooperation from the Student Services Department and the college administration and faculty. The personal commitment demonstrated by the directors of the programs to helping the displaced homemaker is a major strength. The Women's Center has a staff of one, Cooperative Education a staff of two, and most of the programs must come from these people. Severe restrictions on staff, space and money prevent the programs from including enough job development, personal counseling or outreach. There is a need for counseling to be available from people other than the faculty to which the women are accountable for classroom performance.

The Counseling Center of Hartford College for Women
Hartford

Director: Mary Merritt

The Counseling Center of Hartford College for Women offers individual and group services to help adult women meet their personal and vocational needs, including counseling, vocational testing, resume preparation, job placement, a widows' support group, and special career development workshops for women.

There are legal assistant training programs, business skills training courses, a year long math program especially designed for adults, and a variety of workshops on career and personal adjustment.

The Counseling Center helps displaced homemakers in many ways with particular emphasis on vocational guidance for the older woman.

Its Access for Women to Technology (AWT) - Women in Technology (WIT) pilot program, begun in 1978, is a cooperative effort between The Counseling Center and Hartford State Technical College. AWT-WIT trains women for careers in the technologies and particular effort is made to recruit to it women who are displaced homemakers, women who hold low-paying jobs, and older women re-entering the job market. Many participants are members of minority groups, more than 70 per cent are older than 30, and many are displaced homemakers.

The AWT program, which is funded by the Department of Education and is free, consists of course in math, chemistry, and an introduction to technology, offered in the evenings by Hartford State Technical College staff. Supportive counseling,

both group and individual, is provided by Counseling Center staff, and includes vocational counseling, assertiveness training, time management and personal counseling.

The WIT program will include training in manufacturing engineering technology and mechanical engineering technology and specially developed internships in jobs. It will also include group support, counseling in test anxiety, assertiveness, management principles, OSHA principles, technical writing, and individual counseling when needed.

Project staff will conduct job development and placement for all WIT participants.

The program offers excellent training, good use of a consortium arrangement between two institutions of higher education, making best use of resources, and serves the useful function of creating new high-paying job opportunities for women in non-traditional fields. Job development and employment services will be given with help from advisory board members from industry and the community.

Additional strengths include the two-step job training -- the "access" element which introduced the technologies in a non-threatening and supportive way, and the training component depending primarily on existing resources; the supportive environment accom lished by the identification of participants as a unique group which helped them to bond together, by flexible counseling, and by de-emphasizing grades in the "access" stage. The creative and effective recruitment process which resulted in 259 applicants for 75 positions, the evaluation component, and the staff's expertise in vocational and personal counseling.

Although the Counseling Center has a long-established history of serving the vocation needs of adult women, it, like many such organizations, is hampered by lack of money and cannot offer needed support services such as child care, transportation help, legal assistance, financial stipends. There are no specific services for minority women, and no bilingual staff to serve Hispanic women, which the administration suggested might be solved for the AWT-WIT program by offering neighborhood-based "access" programs where specific population needs were addressed in conjunction with a central training program. Initial communication problems between the two sponsoring organizations, and the lack of ability grouping in the AWT courses were problems which could be minimized in future programs.

Modern Office Skills Training (MOST) Program
Travelers Insurance Company
Hartford

Administrator: Beverly Callender

Ten years old, the MOST Program, part of the Corporate Training Division of the Travelers Insurance Company, helps the company meet its affirmative action

guidelines by recruiting, training and placing primarily low-income Black and Hispanic women from Hartford in clerical positions within the company.

Ninety women are trained each year, of whom about 75 are successfully placed in permanent positions at Travelers. Trainees must have completed sixth grade and demonstrate financial need and high motivation and interest in the program. A majority of them are displaced homemakers.

The extremely disciplined, intensive 14-week program teaches specific clerical skills, life skills such as money management, nutrition, hygiene, human relations and communcation skills and offers personal counseling to trainees, who are paid a stipend just above the minumum wage.

The program recruits trainees through referrals from outside agencies, personal contacts by staff and former trainees and from the company's personnel office. The administrator estimates that half the trainees are on public assistance, are over 45 years of age, are re-entering the job market for the first time after a five-year absence or entering for the first time in their lives, and that for a high proportion English is a second language.

Each trainee is assigned a counselor from among program staff, whom she sees weekly, and with whom she develops the individualized part of her program. Trainees study math, oral and written communication, insurance, nutrition, typing and filing and geography. Those in the BEST component of the program (Business English for Spanish-speaking Trainees) study conversational English. The program also offers help with money management, self-awareness and assertiveness training and legal assistance.

After four weeks each trainee enters an intensive "Primary Skill Area" for eight weeks: math for those most able in it, typing for those who demonstrate particular aptitude for that. Each trainee then enters a two-week on-the-job probationary period in a department in the company, and, if she successfully completes it, is then permanently placed. Trainees may be dismissed from the program for reasons such as tardiness or lack of self-discipline.

Staff members justify the program's emphasis on clerical skills -- stereotypically "women's work" -- as reasonable, realistic and useful tools by which women can enter the working world. No study has yet been done (although one is planned) on how successful MOST trainees have been in breaking out of the low-level clerical jobs in which they are placed.

While the precise format of the MOST program, including guaranteed placement in jobs, may be specific to a program offered by private industry, successful placement through MOST of women often dismissed as unemployable makes this program an excellent working model for other industries and for the private sector. The cost of the MOST program is $3,800 per trainee.

Strengths:

1. This is a well-organized, cost-efficient and well-funded program which can offer good training and guaranteed placement in an area in which there are entry-level positions.

2. The program focuses on women with high levels of need and high levels of motivation, which increases the chance that displaced homemakers will be among those selected.

3. The sensitivity of the staff to the broad range of needs of the participants, from direct job skills to good oral and written communication, including English as a second language, and support services such as health, personal counseling and money management. The assignment of an individual counselor to each client and the flexibility of the program allows for individualized attention.

4. The stipend paid to trainees, while quite low, is very important to women who need immediate income and serves as an incentive to stay in training for the full 14 weeks.

5. The staff is well-trained, has considerable experience in teaching and training adults and is sensitive to and committed to women's needs.

6. The program is organized to allow staff to share information and make decisions together, while the program administrator plays a strong advocacy role for the program with the parent organization.

7. The MOST Program enjoys a good relationship with referral agencies.

Weaknesses:

1. Because only minority group women are accepted in the program, and because it is small, it can serve far fewer women than want to or need to participate in it.

2. Training is limited to clerical skills, and while these can be an excellent entree into the workforce, the pay scale for clerical jobs is lower than the pay scale for jobs not traditionally considered appropriate for women -- i.e., jobs in the technologies and trades.

3. The overlap of counseling and training responsibilities interferes with staff members' ability to function objectively. A staff person to specialize in counseling is now being hired and will take over those duties.

4. Racism within the company makes it difficult to place these trainees in some areas.

5. There is no provision for child care or transportation, which limits the availability of the program, although the program's location in downtown Hartford mitigates the transportation deficiency.

Training, Education and Manpower (TEAM), Inc.
Derby

Contact: Marianne McKnight

TEAM, Inc., a community action agency established in 1964 to serve economically disadvantaged persons, operates on grants from public agencies.

The center offers, among other things, homemaker services, legal assistance, work experience, consumer education, nutrition counseling and information and and referral.

TEAM has no programs designed specifically for displaced homemakers, but serves their vocational needs in three ways.

TEAM'S Public Service and Education Program staff runs short-term public service programs, funded by the State Labor Department, in consumer education, aid for families in which child abuse has been reported, homemaker services, criminal justice and legal aid. These programs provide work experience and on-the-job training for staff, with transportation and child care provided. Many of the 43 staff members are displaced homemakers.

TEAM'S Adult Work Experience Program provides temporary paid jobs in non-profit and public agencies for low-income persons just entering the labor force. Individual counselors visit each of the participants on the job site each week. More than half the participants in this program are women, including an unknown number of displaced homemakers. About 40 per cent of them get permanent jobs through this program.

TEAM'S Life Skills Course teaches participants in the two programs ways of finding and keeping permanent jobs, with emphasis on job search skills, job preparation and development of good work habits. There are plans to open this course to the public for $300 per person.

TEAM, a stable organization with a demonstrated ability to get funding for and conduct short-term programs, coordinates well with other community agencies and programs such as the Legal Aid Society and skill training courses taught in local high schools, and provides child care and transportation services in a supportive environment.

The organization has not demonstrated sensitivity to the needs of displaced homemakers specifically, does not offer individual counseling and the jobs it offers remain limited to low-paying fields traditionally considered appropriate for women. There is no capacity for job skills training, job development, or the support services required for displaced homemakers.

Women's Employment Resource Center (WERC)
New Haven

Contact: Ruth Cohen

WERC is a small, feminist organization whose goal is to place low-income and minority group women in jobs in skilled trades and technologies. Job counseling and skills identification sessions augment WERC'S primary program of apprenticeship and training in fields traditionally restricted to men.

Three staff members have specific responsibilities within a non-hierarchical organizational structure, and demonstrate a strong commitment to helping women help themselves.

Each participant must become a member of the organization, pledge to volunteer some time to the group and pay a $5 membership fee. WERC does not focus on the displaced homemaker as such although the staff estimates that most participants are displaced homemakers. They have had little experience with clients older than 45. A Spanish-speaking VISTA volunteer has recently joined the staff, which hopes to increase outreach to Hispanic women. Membership in WERC'S first year of existence (1978) reached 90, 25 per cent of whom are on public assistance and are re-entering the job market after a five-year absence. Over half of WERC'S members are members of minority groups. WERC reaches women through public service announcements, newspaper advertisements and publicity, CETA and WIN referrals and special job information workshops.

WERC staffers say the primary needs of their members are child care, job information, transportation and mutual support. Since most entry-level trade jobs are on the second and third shifts, WERC staffers note, transportation and child care are essential for women entering non-traditional fields.

Initial group orientation sessions for member are held every three weeks and have been followed by individual employment counseling, after which each member is sent to the Area Cooperative Educational Services (ACES) office or the Army recruiting office for free testing.

Individual counseling proved too time-consuming for the small staff and has been replaced by a second, three-hour orientation session. These second sessions include job information, discussions of suggested readings, and help with resume preparation and interviewing techniques. Small groups of members visit businesses to get information about jobs.

WERC's program also includes job development with local industries, close contact with apprenticeship and training programs in the area, participation in workshops, and has included a coordinated 11-week program for 20 women, conducted jointly with Greater New Haven State Technical College, offering them an introduction to technology.

Some difference of opinion between the sponsoring organizations regarding the purpose of that program, in the opinion of the WERC staff, reduced its effectiveness. WERC plans more "hands on" workshops in cooperation with Greater New Haven Technical College, under a grant from the State Division of Vocational Education. Additional funding comes from the National Institutes for Mental Health, Haymarket Foundation, and membership fees. A bi-weekly newsletter lists apprenticeship and job openings and other job information.

WERC'S strength lies in its strong commitment to low-income women, its firm base in the community, and its wide network of referral contacts through the feminist community, social service agencies, and its own outreach to industry. The group operates on a low-key management-by-objective structure which promotes program evaluation, and is helped in both getting funding and effectively using funds by having on staff a person with experience in fiscal planning.

The lack of money and the uncertainty of funding both limit services offered and prevent long-range planning. WERC needs additional staff to conduct advocacy, to offer the individual employment counseling which the staff thinks is important, and to increase publicity and job development efforts. For this program to work for displaced homemakers more effort would have to be expended to identify and meet their needs.

Women Helping Women Program
YWCA of Greater Bridgeport
Bridgeport

Contact: Swarna Raghuvir

The Women Helping Women Program (WHW) of the Bridgeport YWCA offers family life education, services for abused women, and personal and career counseling services to women 18 years of age and older, with specific emphasis on drawing displaced homemakers into these programs.

Eighty per cent of the participants in the WHW program are older than 35, half are members of minority groups.

The individual counseling portion of the program, which is three years old, provides personal, vocational, legal, financial and health counseling for women in transition, with emphasis on information and referral. Forty per cent of the women in the program in 1978 were displaced homemakers. Counseling is conducted by the two-program staff and by experts from the community who volunteer their services. A needs assessment for displaced homemakers in the Greater Bridgeport area is currently underway.

Women are referred to appropriate outside agencies when necessary, and may enter the skill-building workshops offered in the family life education portion of the program, including sessions in assertiveness training, life-work planning skills, career exploration, budgeting and support groups for recently widowed women and women undergoing divorce or separation. A post-counseling peer support group is called Fresh Start.

The program's strength lies in the fact that it is creative, efficient and well-organized, relying on expert volunteers and allowing participants a wide choice of programs. Another advantage is that because the Women Helping Women program is conducted under the auspices of the YWCA, an established organization serving a wide variety of women, women of all socioeconomic levels feel comfortable in seeking help from it. It is one of two programs specifically directed towards displaced homemakers which we were able to identify in the state.

Unfortunately, the program cannot offer vocational testing or vocational skill training. Although the YWCA provides employment referral services, there is no staff to conduct job development or strengthen liaisons with local industry.

To remedy this, the YWCA has designed a job training program for 30 displaced homemakers in eastern Fairfield County, in cooperation with Housatonic Community College, Fairfield University and the National Alliance of Business. To be submitted to CETA, the program would include individual counseling, evaluation workshops, career selection workshops, and opportunities for training as interns in social service agencies and in one-the-job training programs in industry. Stipends may be offered, and the program would be limited to CETA-eligible clients.

Additional weaknesses of the program include a lack of bilingual staff to reach the Hispanic population in the urban Bridgeport area, and a minimal capacity to deal with child care and transportion needs of clients.

DISPLACED HOMEMAKER SURVEY - THE COUNSELING CENTER of HCW

Coder_____ Code Number_____

I. INTAKE INFORMATION

1. Intake Date: / /

2. Name_____

3. Address_____
number street

_____
city state zip

4. Phone _____/_____
area code
if not 203

5. Sex: (1)_____female (2)_____male

6. Age: (1)_____less than 20 (4)_____35-44
(2)_____20-24 (5)_____45-54
(3)_____25-34 (6)_____55 plus

7. Marital Status: (1)_____never married (4)_____separated
(2)_____currently married (5)_____divorced
(3)_____widowed

8. Children: (biological, adopted, and stepchildren) (1)_____No
(if yes, go to questions 9 - 11) (2)_____Yes

9. Number of children under 6_____
10. Number of children 7 - 18_____
11. Number of children over 18_____

12. Previous Education:

(1)_____fewer than 12 years
(2)_____high school diploma or GED
(3)_____vocational: business, nursing
(4)_____vocational (traditionally male)
(5)_____some college completed
(6)_____Bachelor's degree
(7)_____some graduate work
(8)_____Master's degree
(9)_____beyond Master's
(10)_____information not available

13. Year of most advanced education:_____

14. Current Employment:

(1)_____part-time
(2)_____full-time
(3)_____unemployed, recent employment history within one year
(4)_____unemployed, entering job market for first time
(5)_____unemployed, re-entering job market after at least 5 years
(6)_____unemployed, no further information available
(7)_____unemployed, re-entering job market after 1- to 5-year absence
(8)_____student

15. Reasons for coming to Counseling Center:
(check all which apply)

(1)_____career change desired
(2)_____return to job market after at least 5 years, precipitated by crisis
(3)_____return to job market after at least 5 years, choice
(4)_____planning more education, training
(5)_____job search techniques, resume writing
(6)_____self-evaluation, career definition
(7)_____interest testing
(8)_____entering job market for the first time
(9)_____grief counseling
(10)_____talent bank
(11)_____re-entering for part-time work
(12)_____re-entering for full-time work

16. Is client a displaced homemaker according to the Federal Education Amendments definition?

(1)_____Yes (2)_____No

17. Is client a displaced homemaker according to the definition of the state Permanent Commission on the Status of Women?

(1)_____Yes (2)_____No

18. How did client hear about The Counseling Center?

(1)_____referral from a friend
(2)_____newspaper ad or article
(3)_____radio or TV program
(4)_____brochures - mailed
(5)_____brochures - picked up
(6)_____heard public talk
(7)_____Counseling Center program

II. POST-INTAKE INFORMATION

A. Services Used:
Codes: (1) Counseling
(2) Resume Writing
(3) Testing

Year	Service
19.	
20.	
21.	
22.	
23.	
24.	
25.	
26.	
27.	
28.	
29.	
30.	

B. Job Change:
Codes: (1) promotion
(2) change of company - same work
(3) change of company - upgraded work
(4) unemployment
(5) employment gained

Year	Job Change
31.	
32.	
33.	
34.	
35.	

C. Career Change:
Codes: (1) to non-traditional job
(2) change of field

Year	Career Change
36.	
37.	
38.	
39.	
40.	
41.	

D. Personal Changes:
Codes: (1) marriage
(2) marriage dissolution
(3) widowhood
(4) child born
(5) sex change
(6) drastic change in economic status
(7) death in immediate family
(8) other

Year	Personal Change
42.	
43.	
44.	
45.	
46.	
47.	
48.	
49.	
50.	

APPENDIX VII

Formula for determining the number of displaced homemakers in Connecticut:

Our formula to determine the number of displaced homemakers in Connecticut takes the number of women in the state over the age of 35 and subtracts all who are not displaced homemakers.

The U.S. Bureau of the Census does not keep records of the number of displaced homemakers, a lack we hope will be rectified when the decennial 1980 Census is taken. Because of the nature of Census figures, our initial calculations are for all women over the age of 14, with a conversion to a 35-year-old cutoff figure when it becomes statistically feasible.

Because of the way Census figures are tabulated, we had to adjust our upper limit to 64 years of age, although logically it should be 60, at which time a women becomes eligible for Social Security benefits, although those are significantly lower for women than they are for men and do not help keep an older woman from poverty.

We did not subtract from our total population divorced women receiving court-ordered maintenance or child support payments, since the percentage of such women is so low and the amount of such payments is so low. We contend that women who rely on such payments are indeed displaced.

It should be noted in addition that there exist many women who appear nowhere in such calculations, because they are statistically invisible. Many women are not legally separated from their husbands but have been abandoned by them, for example, or are living apart from them.

Federal and state agencies frequently undercount minority group women. Many women remain ignorant of even the meager help available to them, never visit state agencies for help, and hence are represented nowhere in such data.

Formula, Sources, Figures

1.	All females over 14.....1,203,000* (Population characteristics, Bureau of the Census, 1976 figures, Table I)		
	* of which 42.6% are 35-64 years of age		
2.	All females never married or married with spouse present.....-1,009,000 (Population characteristics, Bureau of the Census, 1976 figures, Table III)	194,000	(sub-total)
3.	Widows with children under 18.....-11,000 (Updated from 1970 Census of the Population, Table 155)	183,000	(sub-total)
4.	Percentage of sub-total 3 between 35 and 64..... (42.6% of 183,000) (Population characteristics, 1976 Census, Table)	77,958	(sub-total)
5.	Total number of all women between 35 and 64 earning more than the U.S. Dept. of Commerce level for a lower standard of living - using figure for Hartford ($11,996)..... 13,468 (U.S. Dept. of Commerce, Family Budget Study, August 1978)	64,490	Total Number of Displaced Homemakers in Connecticut
	Numbers from Current Population Reports, Consumer Income, 1976 Census		

APPENDIX VIII

TABLE OF ORGANIZATIONS BY SERVICES OFFERED

	Job Info	Job Coaching	Job Placement	Vocational Testing	Job Development	Job Skill Training	Non-Trad. Job Training	Psych Coaching	Peer Coaching	Self Awareness/ Assert.	Money Mgmnt	Med/ Dental Health	Divorce Coaching	Widowhood Coaching	Legal Assist	Child Care	Transport Svc.	Outreach Rural	Other
LABOR MARKET AREA 1																			
TORRINGTON																			
** LHRPA Training Center	●	●	●	●	●	●	●	●			●						●	●	
Litchfield 482-3471																			
* Northwestern CT Comm. College	●	●	●			●										●			
Winsted 379-8543																			
** WIN Program - Conn. D.O.L.	●	●	●	●	●	●	●									●			
Torrington 482-5531																			
LABOR MARKET AREA 2																			
DANBURY																			
Comm.Action Committee/Danbury	●	●	●		●					●							●		
Danbury 744-4700 X231																			
* Western CT State College	●	●		●				●											
Danbury 797-4404																			
Women's Center of Gr.Danbury	●								●				●	●					
Danbury 743-3010																			
Work Experience Dev. Center	●	●	●		●				●								●		
Danbury 744-4700 X233																			
** WIN Program - Conn. D.O.L.	●	●	●	●	●	●	●									●			
Danbury 797-4023																			

* Services restricted to students ** Clients must meet income guidelines

	Job Info	Job Cnsing	Job Placement	Vocational Testing	Job Development	Job Skill Trning	Non-Trad Job Trning	Psych Cnsing	Peer Cnsing	Self Aware/ Assert	Money Mgmnt	Med/ Dental Health	Divorce Cnsing	Widowhood Cnsing	Legal Assist	Child Care	Transport Svc.	Outreach Rural	Other	
LABOR MARKET AREA 3																				
WATERBURY																				
AAUW'S Ed. & Occupational Center, Whittemore Library Naugatuck 729-3212	●	●						●		●										
* Center for Stud.Development Mattatuck Community College Waterbury 757-9661	●	●	●	●				●		●		●								
** CETA Waterbury 574-6971	●	●	●	●	●	●	●				●									
Human Resource Devel. Agency Naugatuck 729-5285	●	●	●		●	●										●	●	●		
Manpower Ed. Training Center Waterbury 756-6023	●	●	●	●	●	●	●			●		●							●	(techniques for job interviews.)
* Post College Waterbury 755-0121 X225	●	●	●		●	●		●	●	●						●				
Waterbury O.I.C. Waterbury 756-7987		●	●	●	●	●			●	●										
YWCA Waterbury 754-5136										●	●									
LABOR MARKET AREA 4																				
ANSONIA																				
Valley YMCA Ansonia 734-1368	●					●				●	●		●							

* Services restricted to students ** Clients must meet income guidelines

	Job Info	Job Cnsing	Job Placement	Vocational Testing	Job Development	Job Skill Trning	Non-Trad Job Trning	Psych Cnsing	Peer Cnsing	Self Awaren/ Assert	Money Mgmnt	Med/ Dental Health	Divorce Cnsing	Widowhood Cnsing	Legal Assist	Child Care	Transport Ser.	Outreach Rural	Other	
LABOR MARKET AREA 5																				
BRIDGEPORT																				
A.B.C.D./I.T.E. (Action for Bridgeport Community Development/Institute of Training for Employment Bridgeport 366-8241	●	●	●	●	●	●	●		●	●		●				●	●		●	(personal counseling)
** CETA Bridgeport 576-7030	●	●	●	●	●	●	●		●											
** CETA Shelton 735-8739	●	●	●	●	●	●	●			●										
TEAM, INC. Derby 735-8705	●	●	●	●	●	●	●	●	●	●	●	●			●	●	●	●		
Sacred Heart Univ. Career Develop. & Coop. Ed. Bridgeport 374-9441 X250	●	●	●	●	●			●												
Senior Citizen Emp. Program Bridgeport 576-7520	●		●		●							●							●	(part-time community service employment)
Univ. Bridgeport Career Planning/Placement Bridgeport 576-4453	●	●	●	●	●			●		●										
Univ. Bridgeport Counseling Center Bridgeport 576-4446	●	●		●				●		●			●	●						
Women's Bureau/Fairfield U. Fairfield 255-5411 X687	●	●		●		●				●	●									
YWCA of Gr. Bridgeport Bridgeport 334-6154	●	●						●	●	●	●	●	●		●					

** Clients must meet income guidelines

	Job Info	Job Cnsing	Job Placement	Vocational Testing	Job Development	Job Skill Trning	Non-Trad Job Trning	Psych Cnsing	Peer Cnsing	Self Assess/ Assert	Money Mgmnt	Med/ Dental Health	Divorce Cnsing	Widowhood Cnsing	Legal Assist	Child Care	Transport Svc.	Outreach Rural	Other	
LABOR MARKET AREA 6																				
NORWALK																				
Emp. Security Div. CT D.O.L.	●	●	●	●	●	●	●													
Norwalk 838-4104																				
Norwalk Hosp. Vol. Services						●														
Norwalk 852-2023																				
Norwalk Community College	●	●		●						●										
Tomorrow Counseling Ctr. for Women																				
Norwalk 853-2040 X267																				
Norwalk Comm. College	●	●		●	●			●	●											
Norwalk 853-2040 X289																				
* Norwalk State Tech. College	●	●	●		●	●	●													
Norwalk 838-0601																				
LABOR MARKET AREA 7																				
STAMFORD																				
** CETA	●	●	●	●	●	●	●					●				●	●			
Stamford 348-4263																				
Employment Serv. CT D.O.L.	●		●		●															
Stamford 348-7505																				
Senior Employment Service	●	●	●																	
Stamford 327-4422																				
Woman's Place		●							●	●	●		●						●	(seminars for women in transition)
Stamford 322-7067																				
YWCA of Darien	●	●						●		●	●	●	●	●		●				
Darien 655-2535																				

* Services restricted to students ** Clients must meet income guidelines

	Job Info	Job Cnsling	Job Placement	Vocational Testing	Job Devel-opment	Job Skill Trning	Non-Trad Job Trning	Psych Cnsling	Peer Cnsling	Self Aware/ Assert	Money Mgmnt	Med/ Dental Health	Divorce Cnsling	Widow-hood Cnsling	Legal Assist	Child Care	Transport Svc.	Outreach Rural	Other	
YWCA of Greenwich		●								●	●					●				
Greenwich 869-6501																				
LABOR MARKET AREA 8																				
HARTFORD																				
Asnuntuck Comm. College	●	●	●		●	●	●	●	●	●	●	●	●	●	●	●			●	(support groups speakers)
Women's Ctr & Coop Ed.																				
Enfield 745-1603																				
Brd State Academic Awards																			●	(educational assistance)
Hartford 566-7230																				
** CETA - Hartford	●		●	●	●	●										●	●			
Hartford 566-6020																				
** CETA - Stafford Springs	●	●				●														
Stafford Springs 684-2130																				
Comm. Serv. Expeditor Progrm	●	●	●		●															
Hartford 246-7418																				
Comprehensive Manpower Prog.	●	●	●	●	●	●	●		●	●	●	●			●	●	●	●		
Hartford 566-6045																				
CT Internt' Women's Yr.Comm.	●								●	●			●							
Hartford 727-0137																				
CT Women's Ed. & Legal Fund															●			●	●	
Hartford 247-6090																				
Counseling Center of Htfd	●	●	●	●	●	●	●	●		●	●			●					●	(Basic skill training in Math, English; orientation to business environment)
College for Women																				
Hartford 236-5838																				
Employment Serv. CT D.O.L.	●	●		●																
Wethersfield 566-5056																				

** Clients must meet income guidelines

	Job Info	Job Cnslng	Job Placement	Vocational Testing	Job Development	Job Skill Training	Non-Trad Job Training	Psych Cnslng	Peer Cnslng	Self Awareness Assert	Money Mgmnt	Med/Dental Health	Divorce Cnslng	Widowhood Cnslng	Legal Assist	Child Care	Transport Svc.	Outreach Rural	Other	
Enfield Neighborhood Center Enfield 745-0371 X387		•						•		•	•	•	•	•	•		•	•	•	(referrals)
Family Service Society Hartford 278-9374								•		•			•	•					•	(referrals)
Federally Employed Women Hartford 244-2187	•	•							•	•	•				•					
Gov.Council on Voluntary Act. Hartford 566-8320	•				•	•				•									•	(advocacy with employers)
Gr. Htfd. Comm. College Hartford 549-4200	•	•		•	•	•		•		•		•	•	•		•				
Gr.Htfd.Criminal Justice Coalition Hartford 525-0691	•	•	•	•	•						•						•			
Hartford Graduate Center Hartford 549-3600					•	•														
Hartford Interval House Hartford 249-0501	•	•							•	•	•		•		•	•				
Htfd. State Technical Coll. Hartford 527-4111	•	•	•			•	•	•				•	•	•						
Higher Ed. Info. Center Hartford 236-1203																			•	(info on college study opportunities)
Job Search Info Prog.CT D.O.L. Hartford 566-4414	•																			
Jr. League of Hartford Hartford 247-5509	•	•	•			•														

* Services restricted to students

	Job Info	Job Cnsling	Job Placement	Vocational Testing	Job Devel-opment	Job Skill Trning	Non-Trad Job Trning	Psych Cnsling	Peer Cnsling	Self Awarn/ Assert	Money Mgmnt	Med/ Dental Health	Divorce Cnsling	Widow-hood Cnsling	Legal Assist	Child Care	Trans-port Ass.	Outreach Rural	Other	
Manchester C.C. Women's Ctr.	●	●						●	●	●	●		●							
Manchester 646-4900 X286																				
MDST-Travelers Ins. Co.	●	●	●		●	●		●		●	●	●			●					
Hartford 277-4771																				
* St. Jos. Coll.-Career Services	●	●	●							●										
West Hartford 232-4871																				
State CT-Personnel Develop.	●	●	●			●				●										
Hartford 566-3249																				
* Trinity Coll. Career Cnslg./	●	●	●	●	●			●		●	●	●							●	(interview skills; resume advice)
Women's Center																				
Hartford 527-3151																				
Tunxis Comm. College	●	●		●		●	●	●	●	●	●		●	●	●					
Group on Concerns																				
Farmington 677-7701																				
* U. Htfd. Career Dev. Center	●	●	●	●						●									●	(referrals)
West Hartford 243-4287																				
Urban League of Gr. Htfd.	●	●	●		●	●	●												●	(education counseling, scholarship assistance, housing, health, welfare referrals)
Hartford 527-0147																				
Voluntary Action Center (VAC)		●								●									●	(volunteer experience)
Hartford 247-2580																				
Voluntary Action Center																			●	(volunteer placements)
Enfield 745-1603 X 42																				
West Htfd. Seniors Job Bank	●	●	●		●			●						●					●	(recruitment of older people for jobs)
West Hartford 521-5210																				
Windsor Employment Services	●	●	●	●	●	●	●												●	(on-the-job training, classroom experience, work experience)
Windsor 688-3675 X277																				

* Services restricted to students and alumni

	Job Info	Job Cnsing	Job Placement	Vocational Testing	Job Development	Job Skill Trning	Non-Trad. Job Trning	Psych Cnsing	Peer Cnsing	Self Aware/ Assert	Money Mgmnt	Med/ Dental Health	Divorce Cnsing	Widowhood Cnsing	Legal Assist	Child Care	Transport Svc.	Outreach Rural	Other	
Windsor Singles Windsor 688-1690	●	●	●					●	■	●			●	●						
Women Associates Hartford 527-9800	●	●						●	●	●	●		●	●						
Women's Therapy Associates Hartford 232-2140							*	●		●			●	●						
Women's Workshop Bloomfield 242-1770		●						●		●			●	●						
** WIN Program - CT D.O.L. Wethersfield 566-2447	●	●	●	●	●	●					●	●								
** WIN Program - Hartford Hartford 566-8047	●	●	●	■	●	●	●	●			●	●			●	●	●			
YMCA Counseling Services Hartford 522-4183	●	●		■				●		●			●						●	(parent effectiveness training)
*** YWCA New Jobs for Women Hartford 525-1161 X204, X255	●	●	●	■	●	●	●			●	●					●	●			
YWCA - Nutmeg Branch Manchester 647-1437	●	●								●	●					●				
YWCA - Scantic Branch Enfield 623-7221										●	●					●				
*** YWCA - West Htfd. Branch Career Education Service West Htfd. 521-8761	●	●							●	●	●		●	●	●	●			●	(support groups, referral to education and training programs)

** Clients must meet income guidelines *** Planned for 1979: A new program

	Job Info	Job Cnsing	Job Placement	Vocational Testing	Job Development	Job Skill Trning	Non-Trad Job Trning	Psych Cnsing	Peer Cnsing	Self Awarn/ Assert	Money Mgmnt	Med/ Dental Health	Divorce Cnsing	Widowhood Cnsing	Legal Assist	Child Care	Transport Svc.	Outreach Rural	Other	
LABOR MARKET AREA																				
BRISTOL																				
Bristol Community Organiz.	●	●	●	●	●	●				●	●						●	●		
Bristol 583-4981																				
LABOR MARKET AREA 10																				
NEW BRITAIN																				
Apprenticeship Info Center	●	●	●	●	●	●	●													
New Britain 827-7185																				
Central Conn. State College	●	●						●	●			●								
Women's Center																				
New Britain 827-7411																				
** CETA - Southington	●	●	●	●	●	●														
Southington 628-4960																				
Oppor. Industrialization Ctr.	●	●	●		●	●														
New Britain 224-7151																				
Prudence Crandall Ctr.-Wmn.		●						●		●	●		●		●	●	●	●	●	(crisis intervention & support counseling)
New Britain 225-6357																				
Southington YMCA																●				
Southington 628-5597																				
LABOR MARKET AREA 11																				
MERIDEN																				
Community Action Agency	●	●	●		●												●			
Meriden 235-0278																				
Connecticut Labor Dept.	●	●	●	●	●	●														
Meriden 238-6111																				

** Clients must meet income guidelines

	Job Info	Job Cnsing	Job Placement	Vocational Testing	Job Development	Job Skill Trning	Non-Trad Job Trning	Psych Cnsing	Peer Cnsing	Self Awarn/ Assert	Money Mgmnt	Med/ Dental Health	Divorce Cnsing	Widowhood Cnsing	Legal Assist	Child Care	Transport Svc.	Outreach Rural	Other	
Greater Meriden Labor Coun.	●		●		●					●						●				
AFL-CIO/Project SEEK																				
YWCA - Meriden	●						●	●		●	●		●	●		●	●			
Meriden 235-9297																				
LABOR MARKET AREA 12																				
NEW HAVEN																				
Albertus Magnus College -	●	●								●	●		●	●						
Life Career Dev. Center																				
New Haven 777-3363																				
B'nai B'rith Car.&Cnslg.Ser.	●	●		●															●	(college information)
New Haven 397-1964																				
CT Coalition of Ed. Leaders	●	●																		
Guilford 245-7358																				
CT Union of Telephone Wrkrs.	●	●	●		●		●			●		●							●	(union education)
Hamden 288-5271																				
CT Women's Ed. & Legal Fund															●				●	(info on sex discrimination law)
New Haven 865-0188																				
Education Support Program		●		●				●	●										●	(outreach into school system)
New Haven 865-3161 X28																				
Info & Cnsing. Serv. Women	●	●	●	●	●			●			●								●	(peer support group)
New Haven 436-8264																				
Jewish Family Services		●						●			●		●	●						
New Haven 777-6641																				
JUNTA for Progressive Action	●	●	●		●			●	●		●	●					●			
New Haven 624-6679																				

	Job Info	Job Cnsing	Job Placement	Vocational Testing	Job Development	Job Skill Trning	Non-Trad Job Trning	Psych Cnsing	Peer Cnsing	Self Awars/ Assert	Money Mgmnt	Med/ Dental Health	Divorce Cnsing	Widowhood Cnsing	Legal Assist	Child Care	Transport Svs.	Outreach Rural	Other	
New Haven Proj. for Battered Women New Haven 789-8104	●							●	●	●										
New Haven Liberation Ctr. New Haven 436-0645	●								●	●			●		●					
Sage Advocate Employment Ser. New Haven 777-7401	●	●	●		●															
So. CT State College Student Affairs Div. New Haven 397-4296	●	●	●	●	●	●		●	●	●						●			●	(support group for older students)
So. Central Comm. College Career Development Center New Haven 789-6941	●	●	●	●	●			●		●			●							
U.New Haven - Career. Devel. West Haven 934-6321 X410	●	●	●	●	●	●	●	●	●											
Women's Emplm.Resource Ctr. New Haven 624-2331	●	●	●		●	●	●		●		●				●	●	●			
YWCA New Haven 865-5171	●							●		●	●					●				
LABOR MARKET AREA 13 MIDDLETOWN																				
Job Service - CT D.O.L. Middletown 346-8683	●	●	●	●	●	●	●													
Community Action for Gr. Middletown Middletown 347-4465	●	●	●	●	●	●					●				●	●	●	●		

* Services restricted to students

	Job Info	Job Cnslng	Job Placement	Vocational Testing	Job Development	Job Skill Trning	Non-Trad Job Trning	Psych Cnslng	Peer Cnslng	Self Awarn/ Assert	Money Mgmnt	Med/ Dental Health	Divorce Cnslng	Widowhood Cnslng	Legal Assist	Child Care	Transport Svc.	Outreach Rural	Other	
LABOR MARKET AREA 14																				
WILLIMANTIC																				
* Eastern CT State College	●	●	●		●	●			●											
Willimantic 456-2231 X247																				
UConn. Adult Counseling Serv.		●		●															●	(educational counseling)
Storrs 486-4670																				
UConn. Women's Center	●	●							●	●	●		●	●						
Storrs 486-4738																				
LABOR MARKET AREA 15																				
DANIELSON																				
* Annhurst College	●	●		●				●												
Woodstock 928-7773																				
Battered Women's Program								●	●	●			●						●	(shelter)
Danielson 774-2020																				
* Quinebaug Valley Comm. Coll.		●																		
Danielson 774-1130																				
LABOR MARKET AREA 16																				
NORWICH																				
* Mohegan Community College	●	●	●	●				●		●						●				
Norwich 886-1931																				
* Thames Valley St. Tech. Coll	●	●	●			●														
Norwich 886-0177																				

* Services restricted to Students

	Job Info	Job Cnslng	Job Placement	Vocational Testing	Job Development	Job Skill Trning	Non-Trad Job Trning	Psych Cnslng	Peer Cnslng	Self Aware/ Assert	Money Mgmnt	Med/ Dental Health	Divorce Cnslng	Widowhood Cnslng	Legal Assist	Child Care	Transport ion	Outreach Rural	Other	
LABOR MARKET AREA 17																				
NEW LONDON																				
Job Service - CT D.O.L.	●	●	●	●	●	●	●													
New London 443-8321																				
Mitchell Coll.Counseling Ct.	●	●		●				●		●										
New London 443-2811																				
O.I.C of New London County	●	●	●		●	●			●	●	●						●			
New London 447-1731																				
Reg.Counseling Ctr. SE CT				●						●									●	(educational counseling)
New London 442-4556																				
U.S. Coast Guard Academy	●	●	●	●	●	●	●	●	●	●		●							●	(suicide prevention)
New London 443-8463 X546																				
Women's Center of SE CT	●	●	●					●	●	●	●		●	●	●		●	●	●	(rape crisis service, battered women's shelter)
New London 447-0366																				
YWCA	●									●	●								●	(support groups)
New London 442-0641																				

* Services restricted to students and alumni

APPENDIX IX LABOR MARKET AREAS NEEDING EXPANDED SERVICES

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
LABOR MARKET AREA														
TORRINGTON	3		●		●	●		●	●	●	●	●	●	1935
DANBURY	5				●		●	●		●		●	●	3225
WATERBURY	8									●	●			5160
ANSONIA	1	●		●		●		●		●	●		●	645
BRIDGEPORT	13									●	●			8385
NORWALK	4			●			●	●		●			●	2580
STAMFORD	7				●			●		●	●			4515
HARTFORD	23													14835
BRISTOL	2	●		●		●		●	●	●	●		●	1290
NEW BRITAIN	5							●				●		3225
MERIDEN	2		●		●		●	●		●	●	●	●	1290
NEW HAVEN	13													8385
MIDDLETOWN	4	●			●	●			●	●	●			2580
WILLIMANTIC	2		●		●		●	●	●	●		●	●	1290
DANIELSON	2	●			●	●		●	●	●	●		●	1290
NORWICH	2	●		●		●		●	●	●	●	●		1290
NEW LONDON	5													3225

A: per cent of state population

B: individual counseling offered by only one group

C: individual counseling offered by only two groups

D: group counseling offered by one group

E: group counseling offered by two groups

F: stipends offered by 0-1 organization

G: stipends offered by 2 organizations

H: private grants held by 0-1 organization

I: federal/state grants held by 0-2 groups

J: no full-time peer counselors

K: no part-time peer counselors

L: no full-time program planners

M: no part-time program planners

N: estimated number of displaced homemakers

APPENDIX IX COMPARISON OF DATA BY LABOR MARKET AREA

LABOR MARKET AREA	A	B	C	D	E	F	G
TORRINGTON	3	1935	1149	1	6.3	2500	35
DANBURY	5	3225	1915	1	4.8	4200	17
WATERBURY	8	5160	3064	7	5.3	5900	69
ANSONIA	1	645	383	.08	6.4	1100	10
BRIDGEPORT	13	8385	4979	9	5.3	10100	184
NORWALK	4	2580	1532	1	3.8	2900	10
STAMFORD	7	4515	2681	4	3.5	4200	110
HARTFORD	23	14835	8809	50	4.2	16200	575
BRISTOL	2	1290	766	.02	4.4	1700	17
NEW BRITAIN	5	3225	1915	3	4.7	3500	92
MERIDEN	2	1290	766	1	4.9	1300	106
NEW HAVEN	13	8385	4979	8	4.7	9700	197
MIDDLETOWN	4	2580	1532	3	4.8	2600	17
WILLIMANTIC	2	1290	766	1	3.7	900	0
DANIELSON	2	1290	766	.02	7.0	2100	0
NORWICH	2	1290	766	.02	5.5	5700	14
NEW LONDON	5	3225	1915	12	5.5	5700	24

A: per cent of state population

B: number of displaced homemakers: Counseling Center estimate

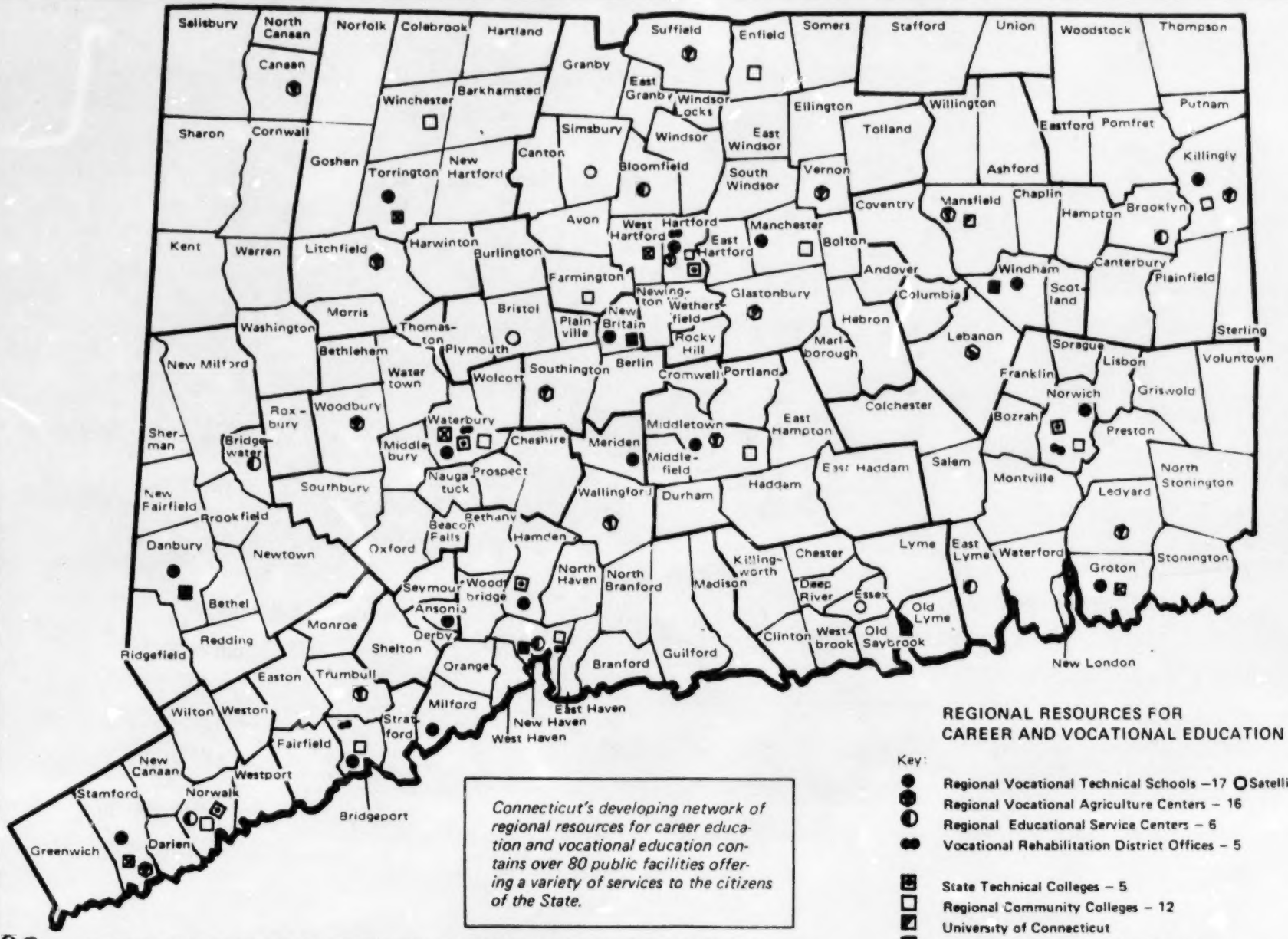
C: number of displaced homemakers: Women's Bureau estimate

D: per cent of all reported staff in the state, in this L.M.A (based on Questionnaire #1)

E: unemployment rate in May 1979

F: number of persons in regular labor force unemployed in May 1979

G: number of displaced homemakers placed in jobs by groups in 1978



Connecticut's developing network of regional resources for career education and vocational education contains over 80 public facilities offering a variety of services to the citizens of the State.

REGIONAL RESOURCES FOR CAREER AND VOCATIONAL EDUCATION

Key:

- Regional Vocational Technical Schools –17 ○ Satellites – 3
- Regional Vocational Agriculture Centers – 16
- Regional Educational Service Centers – 6
- Vocational Rehabilitation District Offices – 5
- State Technical Colleges – 5
- Regional Community Colleges – 12
- University of Connecticut
- University of Connecticut Branches – 5
- State Colleges – 4

11/78

98

STATE BOARD OF EDUCATION/STATE DEPARTMENT OF EDUCATION

99

Source: Master Plan for Vocational & Career Education, 1979 Revision